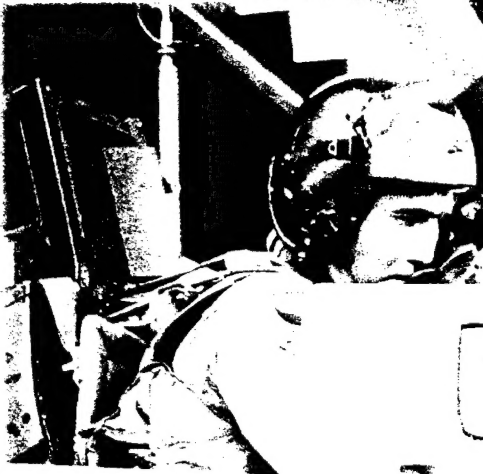


Population Representation in the Military Services



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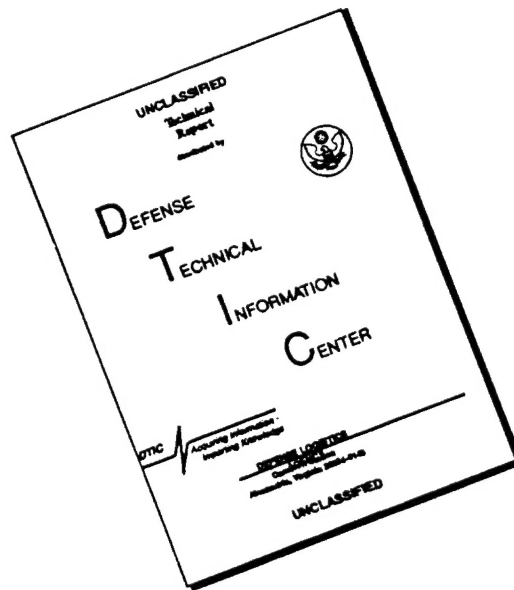
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POPULATION REPRESENTATION IN THE MILITARY SERVICES

Fiscal Year 1994

December 1995

Office of the Assistant Secretary of Defense
(Force Management Policy)

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Population Representation in the Military Services

Fiscal Year 1994

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EXECUTIVE SUMMARY

This is the 21st annual Department of Defense report on social representation in the U.S. Military Services. The ensuing eight chapters and technical appendices provide data and commentary on demographic, educational, aptitude, and socioeconomic characteristics of applicants, new recruits, and enlisted and officer members of the Active and Reserve Components. This report covers fiscal year (FY) 1994, October 1, 1993 to September 30, 1994.

The FY 1994 end-strength of the Active Component was 1.58 million and the Selected Reserve (comprising the Army National Guard, Army Reserve, Naval Reserve, Marine Corps Reserve, Air National Guard, and Air Force Reserve) totaled 984,000. Today's force is much smaller than in the early volunteer force years, and even reduced in comparison to the size in the late 1980s; planned downsizing of the military is nearly complete. To sustain even this reduced strength, in FY 1994 just over 176,000 new non-prior service (NPS) recruits were enlisted and almost 16,000 newly commissioned officers reported for active duty. Furthermore, nearly 56,000 without and more than 98,000 with prior service experience were enlisted in the Selected Reserves. Close to 15,000 officers entered the National Guard or Reserves this past fiscal year as well. The salient characteristics of these personnel are described in this summary.

FY 1994 Highlights

Age. The active duty military comprises a younger workforce than the civilian sector. Service policies and legal restrictions account for the relative youthfulness of the military. Just over 90 percent of FY 1994 new active duty recruits were 18 through 24 years of age, in comparison to 34 percent of civilians within the military-age range of 17-35. Not quite half (44 percent) of the active duty enlisted force is 17-24 years old, in contrast to about 15 percent of the civilian labor force. Officers were older than those in the enlisted ranks (mean ages 34 and 27, respectively) but they too were younger than their civilian equivalents. For example, whereas 55 percent of active duty officers were younger than 35, only 34 percent of civilian college graduates could be so counted.

The data for enlisted personnel within the Selected Reserve similarly showed a more youthful composition than that of the civilian labor force. Among enlisted Reserve Component members, 65 percent of NPS accessions were between the ages of 17 and 19, whereas a scant 14 percent of 17-35 year-old civilians fell within this age subgroup. Of course, prior service Reserve Component enlisted accessions were older than those without prior service, but still younger than the civilian workforce (e.g., 68 percent versus 37 percent were under 30 years of age). Officers in the Selected Reserve proved the exception to this trend, with an age distribution more comparable to that of civilian college graduates 21 years of age and older and in the workforce.

Race/Ethnicity. As has been the case throughout the history of the all-volunteer force, in FY 1994 Blacks were amply represented in the military overall. Within the enlisted force, Blacks were overrepresented among NPS active duty accessions (18 percent) relative to the 18-24 year-old civilian population (14 percent). Hispanics, on the other hand, continued to be underrepresented, with 8 percent among NPS accessions compared with 13 percent for comparable civilians. Other

racial and ethnic minorities comprised 4 percent of accessions; nearly equal to the population proportion. Not only does active duty attract an overrepresentation of Blacks, but retention rates boosted their representation among Active Component enlisted members to 22 percent in contrast to the 12 percent of Blacks among 18-44 year-old civilians. With 6 percent of active duty enlisted members counted as Hispanic, this ethnic minority maintained its low proportion relative to the growing civilian count which is now at 11 percent.

Over the years, Blacks have been overrepresented, whereas Hispanics and "Other" minorities have been underrepresented. The proportion of active duty accessions with Hispanic and "Other" backgrounds has steadily increased during the past ten years (Hispanics: 3.7 percent in FY 1985 to 7.7 percent in FY 1994; "Other": 3.4 percent in FY 1985 to 3.7 percent in FY 1994). The Navy has generally recruited greater proportions of Hispanics. However, the Marine Corps has retained more Hispanics, as evidenced by larger percentages of Hispanic Marines in the enlisted force during the past nine years.

Minorities were not as populous among Active Component officers. About 8 percent of newly commissioned officers were Black, 3 percent were Hispanic, and 7 percent were "Other" minorities. Among new and "seasoned" active duty officers combined, the percentages were 7, 3, and 4, for the Black, Hispanic, and "Other" subgroups, respectively. Although Blacks comprised a much smaller proportion of officers than of enlistees, when viewed from the vantage point of college graduates in the civilian work force 21 years and older (which is 7 percent Black, 4 percent Hispanic, and 5 percent "Other"), minorities appear to be proportionately represented and not on the decline among the officer corps.

Racial/ethnic findings for the Reserve Component were similar. Blacks were overrepresented, Hispanics were underrepresented, and others were proportionally represented among NPS and particularly among prior service Selected Reserve accessions. As with the Active Component, the proportions of minorities among Selected Reserve officers were smaller than for enlisted personnel, but the percentages were not out of line with appropriate civilian college graduate minority percentages.

The FY 1994 *Population Representation* report is the first to examine warrant officers. When combined with commissioned officers, warrants account for 8 percent of active duty officer accessions (7 percent in the Selected Reserve) and 7 percent of the officer corps (9 percent in the Selected Reserve). Warrant officers are not represented in the Air Force. Warrant officers on active duty have greater minority representation than commissioned officers. Blacks, in particular, have higher representation among active warrant officers (11 percent warrants versus 7 percent commissioned officers). However, the same does not hold for Selected Reserve warrant officer accessions or officers; there are fewer minorities in the reserve warrant ranks as compared to commissioned officers. Minority warrants are underrepresented with respect to civilian college graduates.

Gender. Women comprised 16 percent of NPS active duty accessions and 19 percent of NPS accessions to the Selected Reserve (14 percent of the numerically larger prior service segment of Reserve Component accessions were women) compared to 50 percent of 18- to 24-year-old

civilians. Among the total groups of enlistees on active duty, 12 percent were women. Among comparable Selected Reservists, 14 percent were women. The representation of women among active duty officer accessions and within the officer corps was 19 and 14 percent, respectively. Similar percentages were seen among Selected Reserve officers (20 and 17 percent, respectively).

Though women constitute a much smaller proportion of the Total Force than men, their representation has grown greatly during the all-volunteer force. During this past year, with the opening of more jobs to women and gender-neutral recruiting in the Navy and Air Force, proportionally more women joined active duty (16 percent in FY 1994 compared to 14 percent in FY 1993 and 8 percent in FY 1974).

Marital Status/Dependency. In addition to the growing presence of women in the military, Servicemember marriage and parenthood have also been on the rise. During the last 20 years, the enlisted force has moved from a predominantly single, male establishment, to one with a greater emphasis on family. In FY 1974, approximately 43 percent of enlisted members were married. Today, a majority of soldiers, sailors, and airmen are married. Newcomers to the military are less likely than their civilian age counterparts to be married, but as time goes on military members come close to resembling the civilian sector in terms of marital status. Among enlisted members, 57 percent of those on active duty and 51 percent of the Reserve Component were married as of FY 1994. Of those married and on active duty, 11 percent were part of dual-military marriages. Men were more likely to be married than women in the military, but women were more likely to be a partner in a dual-military marriage.

As one might expect, officers were more likely to be married (73 percent of Active and Reserve Component) than enlisted personnel, owing to their being older and financially more secure on average. Dual marriages accounted for 7 percent of married active duty officers. Again, women officers were less likely than men to be married but, if married, they were more likely to be in a dual-military relationship.

Education Level. The Military Services value and support the education of their members. The emphasis on education was evident in the data for FY 1994. Practically all active duty and Selected Reserve enlisted accessions had a high school diploma or equivalent (i.e., Tiers 1 and 2, 99 percent each), well above civilian youth proportions (80 percent of 18-24 year-olds). More important, for reasons related to term completion, 96 percent of active duty and 90 percent of Selected Reserve enlisted accessions held a regular high school diploma or could otherwise be categorized in the preferred "Tier 1" education category.

Given that officers are required to possess at least a baccalaureate college degree upon or soon after commissioning and that a college education is part of the main commissioning sources (i.e., military academies and ROTC), the academic standing of officers is not surprising. The fact that 98 and 99 percent among active duty officer accessions and officer corps, respectively, were degree holders (11 and 42 percent advanced degrees) is in keeping with policy and the professional status and expectations of officers. Likewise, 85 percent of Reserve Component officer accessions and 87 percent of the total Reserve Component officer corps held at least a B.S. or B.A. degree, with 25 and 30 percent advanced degrees, respectively.

Armed Forces Qualification Test (AFQT) Scores. Levels of cognitive aptitude as measured by scores on the military's enlistment screening test--AFQT--were higher among enlisted military members than among the civilian youth population. Approximately 72 percent of NPS active duty enlisted accessions scored within the top half (Categories I-III A) of the nationally normed AFQT distribution. Less than 1 percent scored in the lowest acceptable AFQT Category IV, which encompasses the 10th through 30th percentiles relative to the 1980 national youth population. Reservists also topped their civilian counterparts with 60 percent of NPS accessions scoring within AFQT Categories I-III A and less than 2 percent in Category IV.

Test score data were not reported for officers because of test variation by Service and commissioning source. Tough entry requirements (e.g., SAT scores) for the commissioning sources as well as the college degree hurdle ensure quality among officers.

High-Quality Recruits. Level of education together with AFQT score are used as a predictive index of quality, encompassing persistence and training and job performance, within the enlisted ranks. Because high school diploma graduates are more likely to complete their contracted enlistment terms and higher AFQT-scoring recruits are expected to perform better in training and on the job, the Services strive to enlist AFQT Category I-III A high school diploma graduates. In FY 1994, 66 percent of NPS active duty recruits were so-called "high quality."

Reading Ability. Like aptitude levels, reading levels were higher in the enlisted military than in the non-military sector. FY 1994 NPS active duty enlisted accessions had a mean reading level typical of an 11th grade student whereas the mean for civilian youth was within the 10th grade range.

Socioeconomic Status. Socioeconomic representation in the volunteer force is one of the centerpoints of interest. Because of continuing concerns that our nation's defense would fall disproportionately on the poor and the underclass, DoD sought an empirical assessment rather than relying on mere impressions and anecdotes. Beginning in March 1989, the Survey of Recruit Socioeconomic Backgrounds has been conducted annually among active duty enlisted accessions. Based on a summary of parents' education, employment status, occupation, and home ownership, FY 1994 data showed that both active and reserve recruits are primarily from low and middle-class families. The high end of the distribution was not as well represented among the backgrounds of new recruits as in census data on parents of civilian youth ages 14 through 21.

Geographic Representation. The geographic distribution of enlisted active accessions for FY 1994 shows that the South, and in particular the West South Central and South Atlantic Divisions of this region, continued to have the greatest representation. Around one-third of NPS accessions hailed from this region. In fact, the South was the only region to be slightly overrepresented among enlisted accessions compared to its proportion of 18-24 year-olds. The representation ratio (percentage of accessions divided by percentage of 18-24 year-olds from the region) for NPS active accessions from the South was 1.2, compared to 0.8 and 0.9 for the other regions.

Representation Within Occupations. The Services need a steady supply of military-specific combat and combat support personnel. They rely heavily on infantrymen and guncrew specialists. Still, in addition the Services require technicians, mechanics, health care, and other support personnel. Assignment to and training in one of the military's many occupational specialties, which carry varying cognitive and noncognitive demands, is part of the enlistment or commissioning package. As of FY 1994, less than one-third of active duty enlisted personnel were in occupations such as infantry, craftsmen, and service and supply handling that require relatively lower AFQT levels. A plurality of enlisted members (43 percent) served in mid-level skill jobs within the medical and dental, functional support and administration, and electrical/mechanical equipment repair areas. The remainder (22 percent) were in high-skill areas including electronic equipment repair, communications and intelligence, and other allied specialists. Military enlisted women were overrepresented in the traditionally female areas of functional support and administration (41 percent) and medical/dental (18 percent).

In FY 1994, the proportions of Blacks and Whites were similar in five of the nine occupational areas -- infantry, communications and intelligence specialists, medical and dental specialists, other allied specialists, and craftsmen. In two areas -- electronic equipment repair and electrical/mechanical equipment repair -- the proportions of Whites were higher. Blacks were still more heavily represented in the functional support and administration and service and supply areas.

Most active duty officers serve in tactical operations (39 percent) with health care and engineering and maintenance distant seconds and thirds, respectively (19 percent and 12 percent). Assignment patterns differed between men and women. Greater percentages of men were in tactical operations (e.g., fighter pilots, combat commanders), whereas greater percentages of women were in health care and administration. In FY 1994, racial and ethnic groups of officers generally had similar assignment patterns across occupational areas although there was a lower percentage of Blacks in tactical operations and a greater percentage of Blacks in administration and supply areas.

The occupational distributions among Active and Reserve Components vary somewhat reflecting the different missions. For example, as of FY 1994, 17 percent of the enlisted Active Component were in infantry and related occupations in contrast to 24 percent of enlisted Selected Reserves. The Reserve Component is somewhat "lighter" in technical occupational areas such as electronic equipment and electrical/mechanical equipment repair. There were also some occupational differences between Active and Reserve officers; the Reserve Component had a smaller proportion in tactical operations but a greater proportion in health care.

Conclusions

Deviations from population proportions as documented in this report are not necessarily a cause for concern. Among the factors impinging upon representation are the military aptitude and education standards and goals that reduce the likelihood of distributions that mirror the civilian population. Regardless of whether representation is a realistic goal, monitoring the composition of the total force is important. Tracking demographic and background characteristic trends has useful policy implications. In addition to documenting Defense's commitment to diversity, charting the characteristics of military members can help the Services to formulate policies that enhance the

recruitment, training, satisfaction, retention, and preparation of their personnel. This summary of the FY 1994 population representation report is but a short synopsis of the more detailed and complex information and interpretations contained in the larger document.

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Chapter 1

INTRODUCTION

This is the 21st annual Department of Defense (DoD) report on social representation in the U.S. Military Services. Such a profile of the social demography of the military was initiated in response to a mandate by the Senate Committee on Armed Services (Report 93-884, May 1974). Since fiscal year (FY) 1975, the Directorate for Accession Policy, Office of the Assistant Secretary of Defense (Force Management Policy) has provided annual data addressing the quality and representativeness of enlisted accessions and personnel compared to the civilian population. Furthermore, over the years Accession Policy has expanded its report to include statistics not only for active duty enlisted personnel but for officers and reservists as well. These data are invaluable to military personnel policy makers and analysts as well as to those interested in, but relatively unfamiliar with, the qualities and characteristics of the people serving in the Military Services.

The forces have been staffed exclusively with volunteers for more than 20 consecutive years. Over 10 years ago, then-Secretary of Defense Caspar Weinberger declared that the volunteer force was no longer to be considered an experiment. However, despite the modern military's experience and success with volunteer recruitment, misperceptions of the sociodemographic characteristics of military personnel remain, as does skepticism regarding their quality.

Critics have argued that a peacetime force may be depicted as idle, irresponsible, and unmotivated.¹ An infamous quote from the popular press had it that "the very poor, the ill-educated, the hapless, the hopeless, and by some accounts, the incompetent are paid to do the defending the rest of us are loath to do."² Richard M. Nixon, the president credited with ending the draft, stated years later (in 1980) that "the volunteer army has failed to provide enough personnel of the caliber we need for our highly sophisticated armaments."³

Such mistaken impressions have persisted beyond the volatile early years of the modern volunteer military. Although the purportedly "hollow" force of the 1970s was transformed into a heralded force of the 1980s and beyond, negative notions have remained. In 1987, for example, Eugene McCarthy declared that "[t]he Department of Defense has not been able to attract enough capable and qualified persons. . . ." Further he claimed that "our armed forces are far from a

¹ See Beck, B., "The Military as a Welfare Institution," in C.C. Moskos, Jr. (Ed.), *Public Opinion and the Military Establishment* (Beverly Hills, CA: Sage, 1971).

² Cohen, R., "Draft," *The Washington Post* (July 28, 1981), p. B-1 as quoted in M.J. Eitelberg, *Military Representation: Reflections and Random Observations*, paper presented at the Biennial Conference of the Inter-University Seminar on Armed Forces and Society, Baltimore, MD, October 1989.

³ Nixon, R.M., *Contributions in Political Science*, No. 312 (Westport, CT: Greenwood Press, 1993), p. 78 as quoted in M.J. Eitelberg, *The All-Volunteer Force after Twenty Years*, paper presented at "A Military of Volunteers: Yesterday, Today, and Tomorrow," a conference commemorating the 20th anniversary of the All-Volunteer Force, U.S. Naval Academy, Annapolis, MD, September 15-17, 1993.

cross-section of the U.S. population; our military is unrepresentative of the nation."⁴ According to a 1990 survey of employers conducted by the Army, employers have "inaccurate perceptions about the educational level, the skills and abilities possessed by veterans, and in general, the experience, opportunities, and credentials of veterans."⁵

Certainly, there have been obstacles to overcome and setbacks along the way to building and maintaining a quality force. However, for at least a decade the statistics have been radiant and data from the annual *Population Representation* report and other sources clearly counter the pessimistic viewpoints. Regarding the social composition of military personnel, experts profess that a perfectly representative force, or even a close approximation thereof, is an illusory goal. Institutional and self-selection factors prevent the military from duplicating civilian society in terms of age, gender, race/ethnicity, educational, aptitude, and socioeconomic distributions. Nevertheless, there is diversity within the Army, Navy, Marine Corps, and Air Force and, what's more, recruiting and deployment exigencies have been met.

Continuing scrutiny of and disagreements regarding appropriate quality and representation levels of the force are to be expected and may signify a healthy interest in military personnel. It is perhaps if and when the characteristics of military personnel are taken for granted or ignored to the point of organizational irrelevance that we should be concerned. However, the *Population Representation* report can dispel wild rumors, myths, and mistaken impressions regarding military personnel through its facts on the demographic, educational, aptitude, and socioeconomic levels of applicants, new recruits, and enlisted and officer members of the present-day Active Forces and Reserve Components. The chapters which follow provide a narrative description with selected tables and graphs, as well as a detailed set of technical appendices addressing many of the traits and characteristics of current military personnel.

Fiscal Year 1994: The Drawdown Draws Down

Given that a large peacetime force was fostered in response to the Cold War, it is fitting that the end of the Cold War ushered in a drawdown of forces. The drawdown is nearing completion. As shown in Figure 1.1, beginning next fiscal year, accession requirements will inch up, albeit slightly, with the completion of the drawdown. At the same time, the number of male youth is expected to continue to recover from the depths of the youth population recession.

Despite the drawdown's reduced requirements and the upswing in the prime recruiting market, there remains cause for concern--though certainly not panic--with regard to recruiting. The inclination for youth to consider military enlistment or so-called "propensity" is declining. This phenomenon is particularly apparent among Blacks. Among 16-21 year-old men, active propensity has slipped by seven percentage points from pre-drawdown levels. Propensity has

⁴ McCarthy, E., *Required Reading* (New York: Harcourt Brace Jovanovich, 1988) as quoted in M.J. Eitelberg, *Military Representation: Reflections and Random Observations*, paper presented at the Biennial Conference of the Inter-University Seminar on Armed Forces and Society, Baltimore, MD, October 1989.

⁵ See Schroyer, C.J., Hansen, L.A., Lerro, P.A., and Benedict, M.E., *Analysis of the 1990 Survey of Employers* (Alexandria, VA: U.S. Army Research Institute for the Behavioral and Social Sciences, 1990).

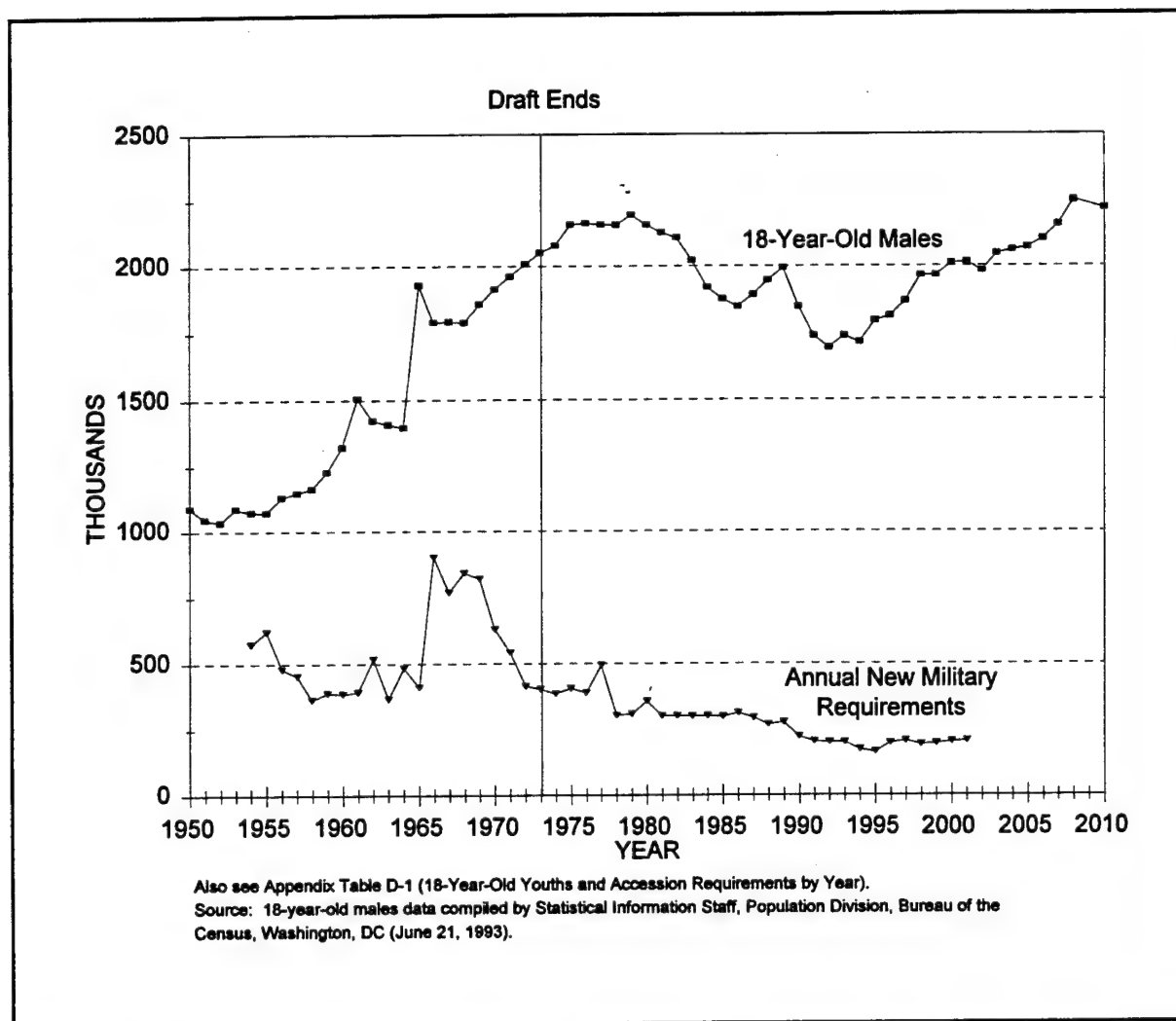


Figure 1.1. The population of 18-year-old males and the Services' non-prior service (NPS) recruiting requirements for years 1950-2010 (projected).

declined by 22 points among young Black men during this same period.⁶ "Appropriate" minority representation levels continue to be controversial, but, regardless of one's position on the benefits and burdens of service and the corresponding interpretation of Black participation rates as being too low or too high, declining propensity is disturbing because it suggests a reversal of Black youth's high regard for the profession of arms. Studies are now underway to determine the contributing factors associated with enlistment's loss of luster.

In addition to recruiting concerns, retention warrants consideration in the face of the actual and perceived erosion of benefits. Representatives of the personnel and leadership development communities suggest that retirement and other forms of compensation are particularly salient

⁶ Memorandum from F. Pang, Assistant Secretary of Defense (Force Management Policy), Subject: 1994 Youth Attitude Tracking Study, February 22, 1995.

issues for the continued satisfaction and retention of officers.⁷ In a smaller military it is important to avoid being cavalier about the attainment of quality. The key to quality in the career force is twofold: 1) the continued recruitment of quality personnel and 2) commitment to quality of life. After all, equity is not just the achievement of particular population proportions but involves providing for soldiers, sailors, marines, and airmen, regardless of their individual traits, who have chosen to serve their country.

The Total Force and its Missions

In FY 1994, end-strength of the Active Component (AC) was further reduced by 5 percent below last year's strength to 1.58 million. Although the active force is down by 20 percent from FY 1991 levels (1.91 million), the pace of reduction has slowed. The end-strength of the Selected Reserve (comprising the Army National Guard, Army Reserve, Naval Reserve, Air National Guard, Air Force Reserve, and Marine Corps Reserve) did not top one million in FY 1994, but stood at 984,000 members--representing a reduction on the order of 15 percent from 1991 levels of 1.15 million.

As the trimming of the force continued in FY 1994, so too did accession requirements. Approximately 176,000 new recruits (non-prior service accessions) and almost 16,000 officers were added to the active duty enlisted and commissioned forces, respectively. There were numerous newcomers to the Selected Reserves as well--over 154,000 enlisted (just over 98,000 or about 64 percent had prior service experience) and almost 15,000 officers.

Despite the end of the Cold War, defense remains a risky business. What's more, the leaner forces, who willingly choose to serve, are far from idle. Today's forces, both active and reserve, are exposed to an increasingly quick and stressful operating and personnel tempo (OPTEMPO & PERSTEMPO). They train for and participate in war and other-than-war related missions to combat hostile regional powers, the proliferation of weapons of mass destruction, the ravages of ethnic conflicts, terrorism, and the illegal drug trade, and to promote peace, humanitarian assistance, and disaster relief.

A Preview of the Portrait of the Force

Defense missions are conducted by an increasingly diverse force. Minorities remain steadfast participants. In the face of declining propensity and of concerns that a smaller force would have a disproportionate toll on Black enlistment and retention rates, there remains an overrepresentation of Blacks, but not other minorities (e.g., Hispanics, Asian Americans, and Native Americans). Volunteers are not drawn excessively from those of lower socioeconomic backgrounds; rather, the middle class is amply represented. The college-educated are represented in the officer corps. Furthermore, recruits come from all across America and not just from rural areas and the South, though these regions are more highly represented.

⁷ See McCloy, R.A., Laurence, J.H., and DiFazio, A.S., *Monitoring the Attitudes and Perceptions of Junior Officers: The Longitudinal Research on Officer Careers (LROC) Survey* (Alexandria, VA: Human Resources Research Organization, July 1995).

Certainly, there remains an emphasis on youth--young men in particular. However, women are an increasing presence with more central roles. For example, FY 1994 found women piloting the Air Force's F-15s and landing aboard a Navy carrier--the USS Eisenhower. In fact, 400 women were aboard the 5,000 member crew of the Eisenhower during its FY 1994 deployment off the coast of Haiti. Participating in direct ground combat remains an obstacle for women in the military but along with the Navy and Air Force, the Army and Marine Corps have removed unnecessary barriers for example, by providing opportunities for women in field artillery and air defense artillery.

With the greater presence of women and higher retention rates among military personnel in general, has come the increase in military families. More and more Servicemembers are married (including dual-military marriages) with children. Thus, spouses and children share the burdens of service life. The family ties of military personnel present challenges to readiness but promote integration with the civilian population.

As you will see from this report, despite the stubborn misperceptions and in the face of declining propensity figures, military personnel not only are diverse but have impressive quality characteristics as well. Clearly, FY 1994 was another quality year as measured by both Armed Forces Qualification Test (AFQT) scores (mean = 61st percentile and 72 percent scoring within the top half of the national distribution) and the proportion of high school diploma graduates among incoming recruits (96 percent). Quality was similarly high among non-prior service Selected Reserve enlisted accessions (i.e., 60 percent scoring at or above average in aptitude and 91 percent high school diploma graduates). These figures are well above the levels found in the 18- to 24-year-old youth population and in excess of the quality requirements projected in 1985.⁸ Such banner statistics are miraculous in the face of decreased propensity, changing demographics, and less than stellar standardized test score performance on the part of the nation's youth.⁹

Data Sources

This report contains data from a number of sources, as listed below. The computerized data files on military personnel are maintained by the Defense Manpower Data Center (DMDC). The Bureau of Labor Statistics (BLS) provides the bulk of the comparison data on the national population. Though the data sources have remained consistent, there have been subtle changes in the nature of the civilian comparisons. Previously, Census data were captured as of September--the last month of the fiscal year in question. To provide a more accurate comparison for military *applicant and accession* data, the average across the months in the entire fiscal year is used instead.

⁸ Department of Defense, *Defense Manpower Quality, Volume 1* (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Installations, and Logistics], May 1985).

⁹ See Kageff, L.L. and Laurence, J.H., "Test Score Trends and the Recruit Quality Queue," in M. J. Eitelberg and S.L. Mehay (Eds.), *Marching Toward the 21st Century* (New York: Greenwood, 1994), pp. 81-96.

Age comparisons for the Selected Reserves have been adjusted as well. Previously, the 18-44 year-old civilian labor force served as the benchmark for prior-service enlisted *accessions*. Beginning this year, there is a more appropriate base population, that of the 20-39 year-old civilian labor force. Selected Reserve enlisted members are compared to 18-49 year-old civilians instead of 18- to 44-year-olds.

Subject

Data Source

Active Components

Applicants to Enlisted Military

DMDC Military Entrance Processing Command (USMEPCOM) Edit File, September 1994.

Enlisted Accessions

DMDC USMEPCOM Edit Files, June 1973 through September 1994.

Enlisted Force

DMDC Active and Loss Edit Files, June 1973 through September 1994.

Officer Accessions

DMDC Officer Gain Files, June 1973 through September 1994.

Officer Corps

DMDC Officer Master and Loss Edit Files, June 1973 through September 1994.

Recruit Socioeconomic Status

DMDC Survey of Recruit Socioeconomic Backgrounds, October 1993 - September 1994.

Reserve Components

Selected Reserve Enlisted and Officer Accessions and Service Members

Reserve Components Common Personnel Data System (RCCPDS), September 1994.

Civilian Comparisons

Civilian Comparisons Groups for Applicants, Accessions, and Active and Reserve Members

Bureau of Labor Statistics Current Population Survey File, October 1993 - September 1994

Subject

Data Source

Civilian Comparisons (continued)

Civilian Socioeconomic
Comparison Data

Bureau of Labor Statistics Current
Population Survey File, October
1993 - September 1994

Civilian Comparisons for
Military Entrance Test Data

Profile of American Youth
(Washington, DC: Office of the
Assistant Secretary of Defense
[Manpower, Reserve Affairs, and
Logistics], March 1982).

Chapter 2

ACTIVE COMPONENT ENLISTED APPLICANTS AND ACCESSIONS

Despite ongoing force reductions, the Services are one of the largest employers in the United States. Approximately 176,000 young men and women enlisted in the Active Components in FY 1994. Recruiting a quality force is as important as ever, perhaps more important given the smaller number of men and women in the military and the increasing sophistication of weapons and methods for fighting "modern" wars. Also, the Services' missions are changing to include peacekeeping and humanitarian efforts, requiring additional skills from today's men and women in uniform.

Military recruiting is increasingly difficult. With the personnel drawdown frequently reported in the media, some youth have the mistaken perception that the military is not recruiting.¹ In addition, for the past five years, youth interest in military service has declined. Data from the annual Youth Attitude Tracking Study show a decrease in propensity to enlist among young men (16- to 21-year-olds) from a peak of 34 percent in 1991 to 29 percent in 1993 to 26 percent in 1994.² Among 16- to 21-year-old Black males, the decline is even greater, from 49 percent in 1991 to 37 percent in 1993 to 32 percent in 1994.³ Also, the increasing number of high school graduates attending college limits the supply of high-quality applicants to the Services. About 62 percent of today's high schoolers enroll in college in the fall after graduation, compared to about half of high school graduates a decade ago.⁴ In spite of decreasing propensity and competition with colleges and universities, military recruiters were able to enlist a high-quality accession cohort in FY 1994.⁵ This chapter presents an introduction to the Active Component enlistment process, followed by demographic characteristics of enlisted applicants and new recruits (non-prior service accessions).

The Recruiting Process

Initial contacts between military recruiters and youth interested in military service are exploratory. In most cases, youth seek information from recruiters in more than one Service. Once they select a Service and take the Armed Services Vocational Aptitude Battery (ASVAB), youth may wait before deciding to proceed with enlistment processing.

In addition to providing information to the prospective enlistee, recruiters determine an applicant's eligibility for military service. Questions are asked regarding age, citizenship, education,

¹ Harris, J.F., "Military Recruiters Find the Enemy is Apathy," *The Washington Post* (July 4, 1994), pp. A1, A9.

² A synopsis of the shifts in enlistment propensity is documented in a memorandum from F. Pang, Assistant Secretary of Defense (Force Management Policy), Subject: 1994 Youth Attitude Tracking Study, February 22, 1995.

³ Ibid.

⁴ U.S. Department of Education, *High School Students Ten Years After "A Nation at Risk": Findings from the Condition of Education 1994* (NCES 95-764) (Washington, DC: National Center for Education Statistics, 1995), p. 10.

⁵ News release from the Office of the Secretary of Defense (Public Affairs), *Military Personnel Recruiting Results for the Active Components Fiscal Year 1994*, November 3, 1994.

involvement with the law, use of drugs, and physical and medical conditions that could preclude enlistment. Most prospects take an aptitude screening test at a recruiting office. Estimates are that 10 to 20 percent of prospects do not continue beyond this point.⁶

The Armed Services Vocational Aptitude Battery. Prospects who meet initial qualifications take the ASVAB, the first formal step in the process of applying to enlist in the Armed Forces. The ASVAB is a battery of tests used by DoD to determine enlistment eligibility and qualifications for military occupations. It consists of 10 tests, four of which comprise the Armed Forces Qualification Test (AFQT): Arithmetic Reasoning, Mathematics Knowledge, Word Knowledge, and Paragraph Comprehension. The AFQT, a general measure of trainability and on-the-job performance, is the primary index of recruit aptitude.

AFQT scores, expressed on a percentile scale, reflect an applicant's standing relative to the national population of men and women 18 to 23 years of age.⁷ The scores are grouped into five categories based on the percentile score ranges shown in Table 2.1. Persons who score in Categories I and II tend to be above average in trainability; those in Category III, average; those in Category IV, below average; and those in Category V, markedly below average. By law, Category V applicants and those in Category IV who have not graduated from high school are not eligible for enlistment. Over and above these legal restrictions, each Service prescribes its own aptitude and education criteria for eligibility. Each Service uses combinations of ASVAB test scores to determine an applicant's aptitude and eligibility for different military occupations.

Educational credentials. DoD implemented a three-tier classification of education credentials in 1987. The system was developed after research indicated a strong relationship between education credentials and successful completion of the first term of military service.⁸ The three tiers are:

- Tier 1. Regular high school graduates, adult diploma holders, and non-graduates with at least 15 hours of college credit.
- Tier 2. Alternative credential holders, including those with a General Educational Development (GED) certificate of high school equivalency.
- Tier 3. Those with no education credentials.

⁶ Waters, B.K., Laurence, J.H., and Camara, W.J., *Personnel Enlistment and Classification Procedures in the U. S. Military* (Washington, DC: National Academy Press, 1987), p. 12.

⁷ The score scale is based on a 1980 study, the Profile of American Youth, conducted by DoD in cooperation with the Department of Labor (DoL). Participants were drawn from a nationally representative sample of young men and women selected for an ongoing DoL study, the National Longitudinal Survey of Youth Labor Force Behavior.

⁸ See Flyer, E.S., *Factors Relating to Discharge for Unsuitability Among 1956 Airman Accessions to the Air Force* (Lackland AFB, TX: Personnel Research Laboratory, December 1959); and Elster, R.E. and Flyer, E.S., *A Study of the Relationship Between Educational Credentials and Military Performance Criteria* (Monterey, CA: Naval Postgraduate School, July 1981).

Table 2.1. Armed Forces Qualification Test (AFQT) Categories and Corresponding Percentile Score Ranges	
AFQT Category	Percentile Score Range
I	93-99
II	65-92
IIIA	50-64
IIIB	31-49
IV	10-30
V	1-9

Generally, the Services have different standards for individuals in each tier. Typically, Tier 3 applicants must have higher AFQT test scores than Tier 2 applicants, who must have higher test scores than Tier 1 individuals. The Air Force and Marine Corps follow these differential standards, requiring different minimum test scores for each tier. The other Services apply the standards slightly differently. The Army and Navy require applicants with alternative credentials (Tier 2) and those with no credentials (Tier 3) to meet the same AFQT standards, which are more stringent than those for high school graduates (Tier 1).

Physical examination. If an applicant achieves qualifying ASVAB scores and wants to continue the process, he or she is scheduled for a physical examination and background review at a Military Entrance Processing Station (MEPS). The examination assesses physical fitness for military service. It includes measurement of blood pressure, pulse, visual acuity, and hearing; blood testing and urinalysis; drug and HIV testing; and medical history. Some Services also require tests of strength and endurance. If a correctable or temporary medical problem is detected, the applicant may be required to get treatment before proceeding.

Moral character standards. Each applicant must meet rigorous moral character standards. In addition to the initial screening by the recruiter, an interview covering each applicant's background is conducted at the MEPS. For each individual, a computerized search for a criminal record is conducted. Some types of criminal activity are clearly disqualifying; other cases require a waiver, wherein the Service examines the applicant's circumstances and makes an individual determination of qualification.

Occupational area counseling. If the applicant's ASVAB scores, educational credentials, physical fitness, and moral character qualify for entry, he or she meets with a Service classification counselor at the MEPS to discuss options for enlistment. Up to this point, the applicant has made no commitment. The counselor has the record of the applicant's qualifications and computerized information on available Service training/skill openings, schedules, and enlistment incentives.

A recruit can sign up for a specific skill or for a broad occupational area (such as the mechanical or electronics areas). In the Army, all recruits enter for specific skill training. Approximately half of Air Force recruits enter for a specific skill, while the rest sign up for an occupational area and are classified into a specific skill while in basic training. In the Navy, approximately 55 percent of recruits enlist for a specific skill, while the rest go directly to the fleet after basic training, classified in airman, fireman, or seaman programs. Approximately 75 percent of Marine Corps enlistees enter with a guaranteed occupational area and are assigned a specific skill within that area after recruit training. The rest enlist either with a specific job guarantee (13 percent) or assignment to a job after recruit training (12 percent).

Normally an applicant will be shown a number of available positions. In general, the higher the individual's test scores, the more choices he or she will have. While the process differs by Service, the specific skills and occupational groupings are arranged similarly to an airline reservation system, with the "seat" and time of travel (to recruit training) based upon either school or field unit position openings. The counselor discusses the applicant's interests and explains what the Service has to offer. The counselor may suggest incentives to encourage the applicant to choose hard-to-fill occupational specialties. The applicant, however, is free to accept or reject the offer.

Many applicants do not decide immediately, but take time to discuss options with family and friends; others decide not to enlist. A review of the enlistment decision process indicates that the military continues to compete with civilian employment and educational opportunities even after the application stage of the enlistment process.⁹

The delayed entry program (DEP). When the applicant accepts an offer, he or she signs an enlistment contract. Only a small proportion are sent to a recruit training center from the MEPS within a month of their enlistment. Most enter the delayed entry program (DEP), which allows up to a year before the individual reports for duty. The DEP controls recruit flow into training "seats" at technical schools. The average time in the DEP is approximately four months.

Individuals in their senior year of high school enlist in the DEP with a reporting date after graduation; their enlistment contract is contingent upon successfully completing high school. Not all DEP enlistees actually enter active duty; some change their minds and ask to be released from their enlistment contracts. The Services consider enlistment in the DEP a serious commitment, but they do not require youth to enter military service against their will during peacetime.

Characteristics of Active Component Non-Prior Service Applicants

In FY 1994, more than 315,000 individuals applied to serve in the active enlisted military force (Appendix Table A-1). The distribution of FY 1994 Active Component non-prior service (NPS) applicants by race/ethnicity and gender is shown in Table 2.2.

⁹ Orvis, B.R. and Gahart, M.T., *Enlistment Among Applicants for Military Service: Determinants and Incentives* (Santa Monica, CA: RAND Corporation, 1990), p. vii.

Table 2.2. Race/Ethnicity and Gender of FY 1994 Active Component NPS Applicants, by Service (Percent)					
	Army	Navy	Marine Corps	Air Force	DoD
MALES					
White	65.2	65.7	70.3	76.2	68.0
Black	21.7	19.6	14.6	13.9	18.6
Hispanic	9.0	9.4	11.5	5.6	9.1
Other	4.1	5.3	3.7	4.4	4.4
Total	100.0	100.0	100.0	100.0	100.0
FEMALES					
White	50.7	58.1	63.4	69.0	58.0
Black	37.8	28.2	20.2	21.0	29.9
Hispanic	7.2	8.9	11.7	5.2	7.5
Other	4.3	4.9	4.8	4.8	4.6
Total	100.0	100.0	100.0	100.0	100.0
TOTAL					
Male	76.9	77.4	92.4	68.7	78.2
Female	23.1	22.6	7.6	31.3	21.8
Columns may not add to total due to rounding. Also see Appendix Tables A-3 (Race/Ethnicity by Service and Gender) and A-4 (Ethnicity by Service).					

Seventy-eight percent are male, of whom 68 percent are White, 19 percent Black, 9 percent Hispanic, and 4 percent "Other." For female applicants, 58 percent are White, 30 percent Black, 8 percent Hispanic, and 5 percent "Other."¹⁰ Additional statistics on applicant characteristics (e.g., age, education levels, AFQT score, and marital status, by gender and race/ethnicity) are contained in Appendix A, Tables A-1 through A-8.

Characteristics of Active Component Non-Prior Service Accessions

During FY 1994, 176,409 Active Component non-prior service recruits (individuals who had not previously served in the military) shipped to recruit training centers. This does not include individuals who entered the DEP in FY 1994 but had not been sent to basic training by September

¹⁰ "Other" refers to other-than-Black non-Hispanic racial minorities such as American Indians, Asians and Pacific Islanders, and Native Alaskans.

30, 1994, nor does it include Reserve Component recruits (see Chapter 5 for Reserve Component enlisted accession data). This section examines a number of sociodemographic characteristics of FY 1994 NPS recruits, and compares them with the 18- to 24-year-old civilian non-institutionalized U.S. population.

The proportion of accessions-to-applicants over FYs 1981-1994 is tracked in Figure 2.1. In the earlier years, recruiters sent far more applicants to MEPSs for processing to achieve recruiting objectives. In FY 1981, over 800,000 applicants were processed through MEPSs to access approximately 302,000 new recruits, a 38 percent accession-to-applicant ratio. In the early 1980s, the Services implemented a series of management initiatives designed to emphasize quality and reduce overhead costs. Recruiting management objectives and award systems were changed to emphasize types of applicants (e.g., high school diploma graduates, Category IIIA and higher) in contrast to achieving purely numerical goals; enlistment screening tests were devised to estimate ASVAB performance prior to sending an individual to a test site.

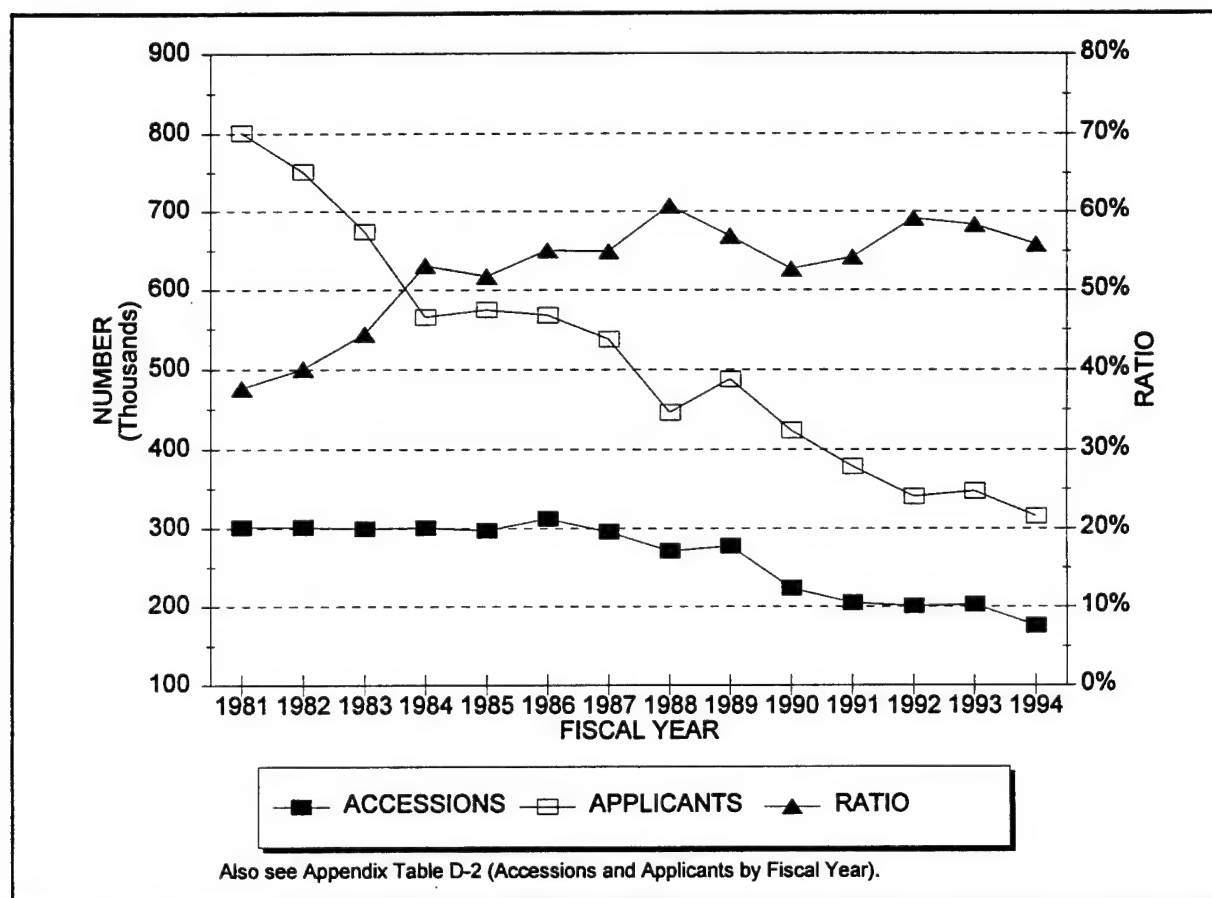


Figure 2.1. Number of accessions and applicants with ratio of accessions-to-applicants, FYs 1981-1994.

Over the last decade, recruiters have expended great effort in screening prospects. For most years, progressively fewer prospects were sent to MEPSs. In FY 1994, approximately 315,000 applicants were processed through MEPSs to access 176,000 new recruits, a 56 percent ratio of accessions-to-applicants.

Age. By law, Active Component recruits must be between 17 and 35 years old; 17-year-olds must have parental permission to enlist.¹¹ Within the 17- to 35-year age range, the Services have different age ceilings. The Army and Navy accept applicants up to ages 34 and 35, respectively; the Air Force and Marine Corps age limits are 27 and 28, respectively.

The age distribution of FY 1994 active duty accessions is shown in Table 2.3. Ninety-one percent of new recruits are 18- to 24-year-olds, compared to about 34 percent of the comparable civilian population. The Marine Corps enlists the greatest percentage of 17- and 18-year-old recruits (46 percent) and the smallest percentage of those over age 21 (9 percent). The Army has the greatest proportion of recruits older than age 21 (25 percent) and the smallest proportion of 17- and 18-year-old recruits (30 percent).

Table 2.3. Age of FY 1994 Active Component NPS Accessions, by Service, and Civilians 17-35 Years Old (Percent)							
Age	Army	Navy	Marine Corps	Air Force	DoD	17-35 Year-Old Civilians	Accessions per 1,000 Civilians
17	3.5	3.9	4.7	3.0	3.7	4.8	1.9
18	26.5	33.8	40.8	32.9	32.3	4.6	16.5
19	22.3	25.4	27.0	25.3	24.6	4.7	12.4
20	13.8	14.0	12.1	14.5	13.7	4.4	7.3
21	9.0	7.6	6.1	8.8	8.0	4.7	4.1
22	6.6	5.0	3.7	6.0	5.5	4.8	2.7
23	5.1	3.4	2.5	3.9	3.9	5.3	1.8
24	3.5	2.2	1.4	2.4	2.5	5.3	1.1
> 24	9.8	4.9	1.8	3.3	5.8	61.6	0.2
Total	100.0	100.0	100.0	100.0	100.0	100.0	2.4
Columns may not add to total due to rounding. Also see Appendix Table B-1 (Age by Service and Gender). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993 - September 1994.							

The right-hand column of Table 2.3 shows the rate at which civilian youth in each age group enlisted in the Armed Services in FY 1994. For example, 16.5 of every 1,000 18-year-olds and 1.1 of every 1,000 24-year-olds enlisted in FY 1994.

Race/ethnicity. There are significant racial/ethnic differences among the Services, as shown in Table 2.4. Nearly 33 percent of Army accessions are minorities, as compared to 30 percent Navy

¹¹ 10 U.S.C. 505.

recruits, 27 percent Marine Corps recruits, and 23 percent Air Force recruits. The Services recruited a greater proportion of minorities in FY 1994 (29 percent) compared to FY 1993 (28 percent).

Table 2.4. Race/Ethnicity and Gender of FY 1994 Active Component NPS Accessions, by Service (Percent)						
	Army	Navy	Marine Corps	Air Force	DoD	
MALES						
White	69.9	71.0	73.5	79.1	72.4	
Black	19.2	17.0	12.4	12.4	16.1	
Hispanic	7.4	8.0	10.8	4.9	7.9	
Other	3.4	4.0	3.3	3.7	3.6	
Total	100.0	100.0	100.0	100.0	100.0	
FEMALES						
White	54.3	64.3	66.3	71.1	62.2	
Black	35.6	24.2	17.7	19.4	27.1	
Hispanic	6.4	7.5	11.5	4.8	6.6	
Other	3.7	3.9	4.5	4.8	4.1	
Total	100.0	100.0	100.0	100.0	100.0	
TOTAL						
Male	81.8	83.2	94.6	76.2	83.6	
Female	18.2	16.8	5.4	23.8	16.4	
White	67.1	69.9	73.1	77.2	70.7	
Black	22.2	18.2	12.7	14.1	17.9	
Hispanic	7.2	7.9	10.8	4.9	7.7	
Other	3.5	4.0	3.4	3.9	3.7	
18-24 Year-Old Non-Institutionalized Civilians						
<u>White</u>	<u>Black</u>	<u>Hispanic</u>	<u>Other</u>	<u>Total</u>	<u>Male</u>	<u>Female</u>
68.7	14.2	13.0	4.1	100.0	49.6	50.5
Columns may not add to total due to rounding. Also see Appendix Tables B-3 (Race/Ethnicity by Service and Gender), and B-4 (Ethnicity by Service). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993 - September 1994.						

Figure 2.2 illustrates the race/ethnicity distribution of enlisted accessions for the 22-year period, FYs 1973 to 1994.¹² The percentage of minority enlisted accessions increased, with some fluctuations, during the years following the end of conscription. The number of Black accessions peaked in FY 1979. Hispanic accessions also peaked in FY 1979 (ignoring aberrant data for FY 1976). Accessions of "Other" races, a very small proportion of new recruits, have generally shown a gradual increase from 1 percent in FY 1973 to 4 percent in FY 1994. The increase of minorities coincided with a miscalibration of the ASVAB, and the consequent drop in aptitude of accessions beginning in January 1976. The miscalibration led to erroneous enlistment of many low-scoring applicants. Thus, representation of minorities, particularly Blacks (whose test scores are generally lower than those of Whites), increased during the miscalibration period. The error was corrected by September 1980.¹³

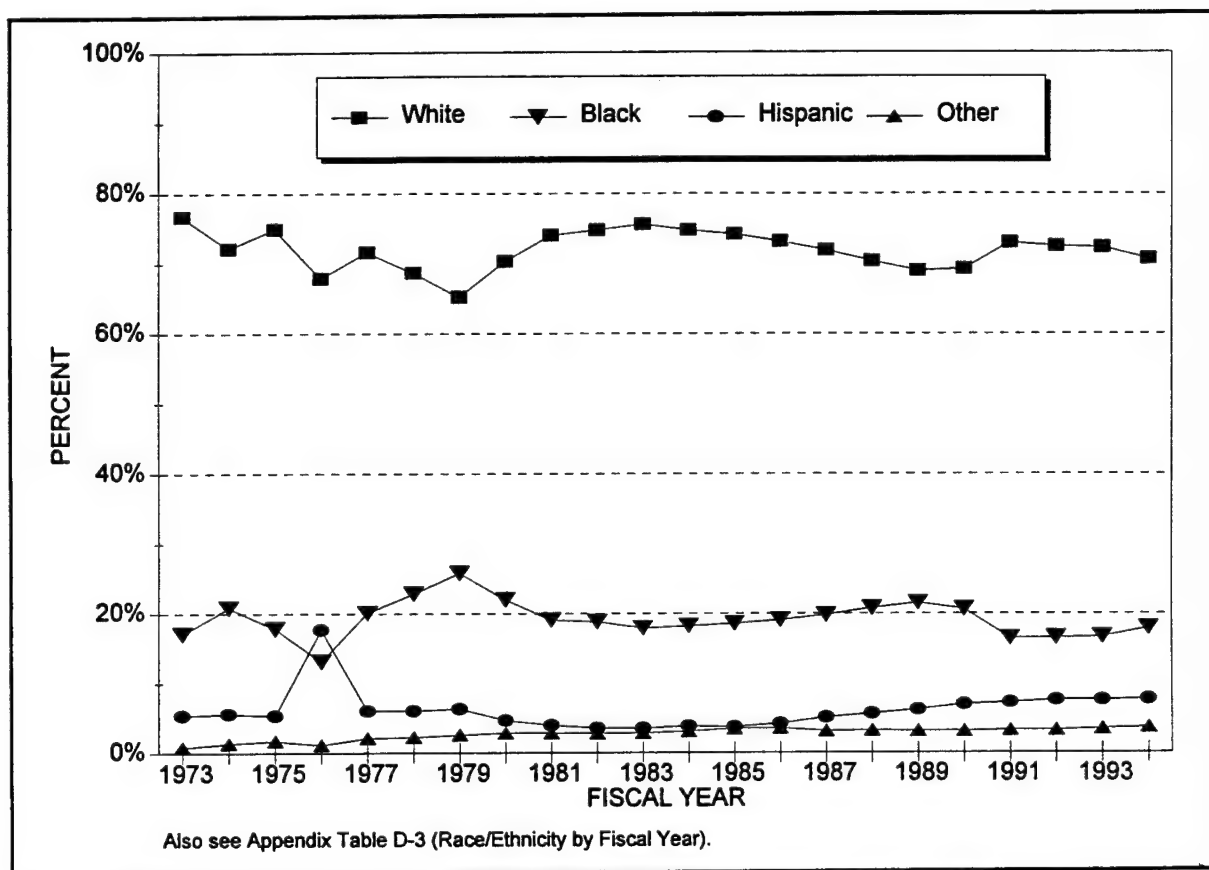


Figure 2.2. Race/ethnicity of Active Component NPS accessions, FYs 1973-1994.

Revised AFQT and education standards in the early 1980s limited the high minority representation levels of the late 1970s.¹⁴ By FY 1983, the proportion of Black recruits had returned

¹² See Appendix Tables D-4 (White accessions), D-5 (Black accessions), D-6 (Hispanic accessions), and D-7 ("Other" accessions) by Service and fiscal year.

¹³ Office of the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics), *A Report to the House Committee on Armed Services: Aptitude Testing of Recruits* (Washington, DC, 1980).

¹⁴ Congressional Budget Office, *Social Representation in the U. S. Military* (Washington, DC, 1989), p. 54.

to approximately the same level as before the test scoring error. By the mid-1980s, a gradual increase had resumed. Not until FY 1987 did Hispanic recruit-levels return to FY 1975 proportions. Lower high school graduation rates among Hispanics, compared to Whites and Blacks, confound the recruitment of qualified Hispanic applicants.¹⁵ The Services have accessed a greater proportion of Hispanics each year since FY 1985, when only 3 percent of enlistees were Hispanic. Today, nearly 8 percent of enlistees are Hispanic.

Blacks. In FY 1994, Blacks comprised nearly 18 percent of enlisted recruits, approximately 4 percentage points more than in the civilian population (14 percent). The Army continues to have the highest percentage of Black accessions, 22 percent in FY 1994. In the aftermath of Operations Desert Shield/Storm and in the midst of the drawdown (FY 1991), there were lower proportions of Black recruits than in previous years. FYs 1992 to 1994 have shown slight increases each year toward pre-drawdown levels of 21 percent Black accessions. However, the factors that contributed to the FY 1991 decrease -- including the closing of offices in less productive recruiting areas, the relocation of recruiters to more promising markets consistent with shifting demographic patterns, and a decreasing propensity among Black youth toward enlisting -- continue to affect Black enlistment rates.¹⁶

While Black men comprise 16 percent of DoD male recruits, Black women make up 27 percent of female recruits (Table 2-4 and Appendix Table B-3). Black women in FY 1994 comprised 36 percent of Army female recruits, 24 percent of Navy female recruits, 18 percent of Marine Corps female recruits, and 19 percent of Air Force female recruits.

Hispanics. Hispanics were underrepresented among enlisted accessions in FY 1994, slightly less than 8 percent of recruits compared to 13 percent of civilian 18- to 24-year-olds. The Marine Corps had the highest proportion of Hispanic accessions (11 percent) in FY 1994, followed by the Navy, Army, and Air Force (8, 7, and 5 percent, respectively).

The proportion of Hispanic accessions has steadily increased over the years (Appendix Table D-6). In FY 1983, less than 4 percent of new recruits were Hispanic. Today, nearly 8 percent of enlisted accessions are Hispanic. One factor influencing the representation of Hispanics in the military is high school graduation rates.¹⁷ Although Hispanics have a lower proportion of high school graduates than other racial/ethnic groups, the graduation rates for this ethnic group have been on the rise. In FY 1992, 57 percent of 18- to 24-year-old Hispanics completed high school compared to 77 percent of Blacks and 88 percent of Whites.

¹⁵ See U.S. Department of Education, *The Condition of Education 1993* (NCES 93-290) (Washington, DC: National Center for Education Statistics, 1993), p. 61.

¹⁶ *Youth Attitude Tracking Study 1992: Propensity and Advertising Report* (Arlington, VA: Defense Manpower Data Center, 1993), pp. 3-1 - 3-5; Memorandum from Edwin Dorn, Assistant Secretary of Defense (Personnel and Readiness), Subject: 1993 Youth Attitude Tracking Study, January 21, 1994.

¹⁷ See Claiborne, W., "Fighting School Failure Among Hispanics," *The Washington Post* (October 12, 1994), pp. A1, A19.

"Other" minorities. Members of "Other" racial minorities (e.g., American Indians, Asians/Pacific Islanders) are slightly underrepresented in the Services. The proportion of "Other" minorities ranges from 3.4 to 4.0 in the Services, with the Navy the highest. In the civilian population, 4.1 percent of 18- to 24-year-olds are "Other" racial minorities.

Gender. Figure 2.3 illustrates the trend in the proportion of female recruits since the start of the all-volunteer force. Appendix Table D-8 shows the number and proportion of NPS female accessions by Service in FY 1964, and FYs 1970 through 1994.

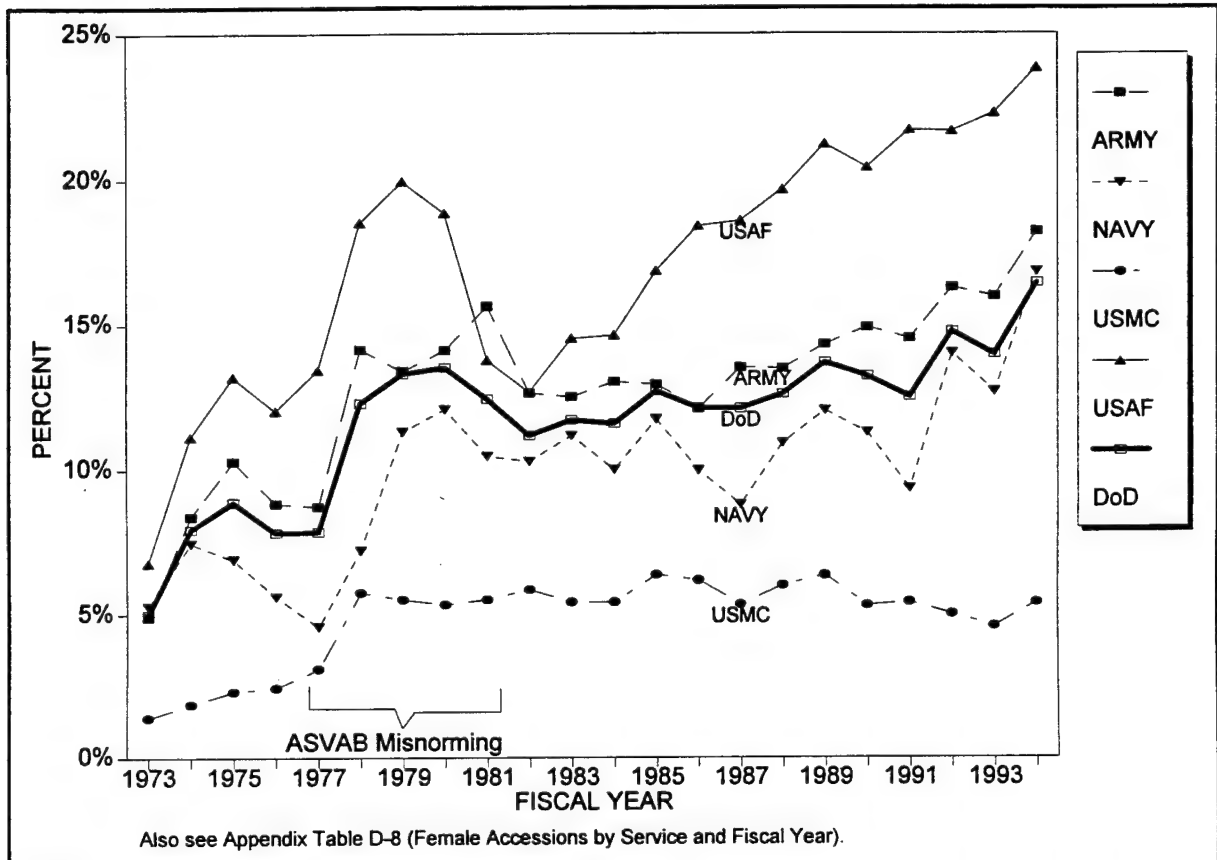


Figure 2.3. Women as a proportion of Active Component NPS accessions, FYs 1973-1994.

While the Services have increased their proportions of women (16 percent in FY 1994), the proportions and numbers are not comparable to female representation in the civilian population (51 percent). One reason for the difference includes lower inclination of women than men to apply for and enter the military.¹⁸ With recent policy changes concerning women in combat,¹⁹ more women

¹⁸ The annual DoD-sponsored Youth Attitude Tracking Study indicates that young women, depending upon age, have between one-third and two-thirds less inclination to join the military than young men.

¹⁹ Memorandum from Les Aspin, Secretary of Defense, Subject: Policy on the Assignment of Women in the Armed Forces, April 28, 1993; Memorandum from Les Aspin, Secretary of Defense, Subject: Direct Ground Combat Definition and Assignment Rule, January 13, 1994.

may enter the Services and retention may increase among female members. However, the gender-integration policy will not have an effect on the numbers of women until at least FY 1995 – the first year under the new rules.²⁰

Marital status. The majority of accessions are young high school graduates and the military is often their first full-time job. Thus, very few are married. In FY 1994, 9 percent of male and 13 percent of female recruits were married, compared to 59 and 49 percent of male and female enlisted members, respectively. Table 2.5 compares marriage rates of accessions in the Services with 18- to 24-year-old civilians in the labor force. Civilians are more likely to be married than accessions (18 versus 9 percent). Within the Services, Army recruits are most likely to be married (16 percent) and Marine Corps recruits are least likely (3 percent). Figure 2.4 shows marital status trends for FYs 1976 to 1994 by Service.

Table 2.5. FY 1994 Active Component NPS Accessions Who Are Married, by Gender and Service, and Civilians 18-24 Years Old (Percent)						
Gender	Army	Navy	Marine Corps	Air Force	DoD	18-24 Year-Old Civilians
Males	15.5	4.1	2.9	10.2	8.7	13.2
Females	20.5	6.2	4.5	12.1	13.1	22.8
Total	16.4	4.4	3.0	10.6	9.4	18.1
Also see Appendix Table B-2 (Marital Status by Age and Gender). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993 - September 1994.						

Education. More than 30 years of research indicates that enlistees who are high school graduates are much more likely than non-graduates to complete their first term of enlistment (80 percent versus 50 percent).²¹ In the late 1960s and early 1970s, the Services gave high school graduates, including those with alternative education credentials, higher priority for enlistment. In the mid- to late 1970s, the Army, Navy, and Air Force classified GED holders and high school graduates differently because evidence showed that persons with GED certification experienced higher first-term attrition. Today, in all Services, applicants with GEDs need higher AFQT scores to enlist than do high school diploma graduates.

²⁰ Memorandum from William Perry, Secretary of Defense, Subject: Application of the Definition of Direct Ground Combat and Assignment Rule, July 28, 1994.

²¹ See Flyer, E.S., *Factors Relating to Discharge for Unsuitability Among 1956 Airman Accessions to the Air Force* (Lackland AFB, TX: Personnel Research Laboratory, December 1959); Elster, R.E. and Flyer, E.S., *A Study of the Relationship Between Educational Credentials and Military Performance Criteria* (Monterey, CA: Naval Postgraduate School, July 1981); and Lindsley, D.H., *Recruiting of Women*, presented to 1995 Committee on Women in the NATO Forces Conference, June 2, 1995.

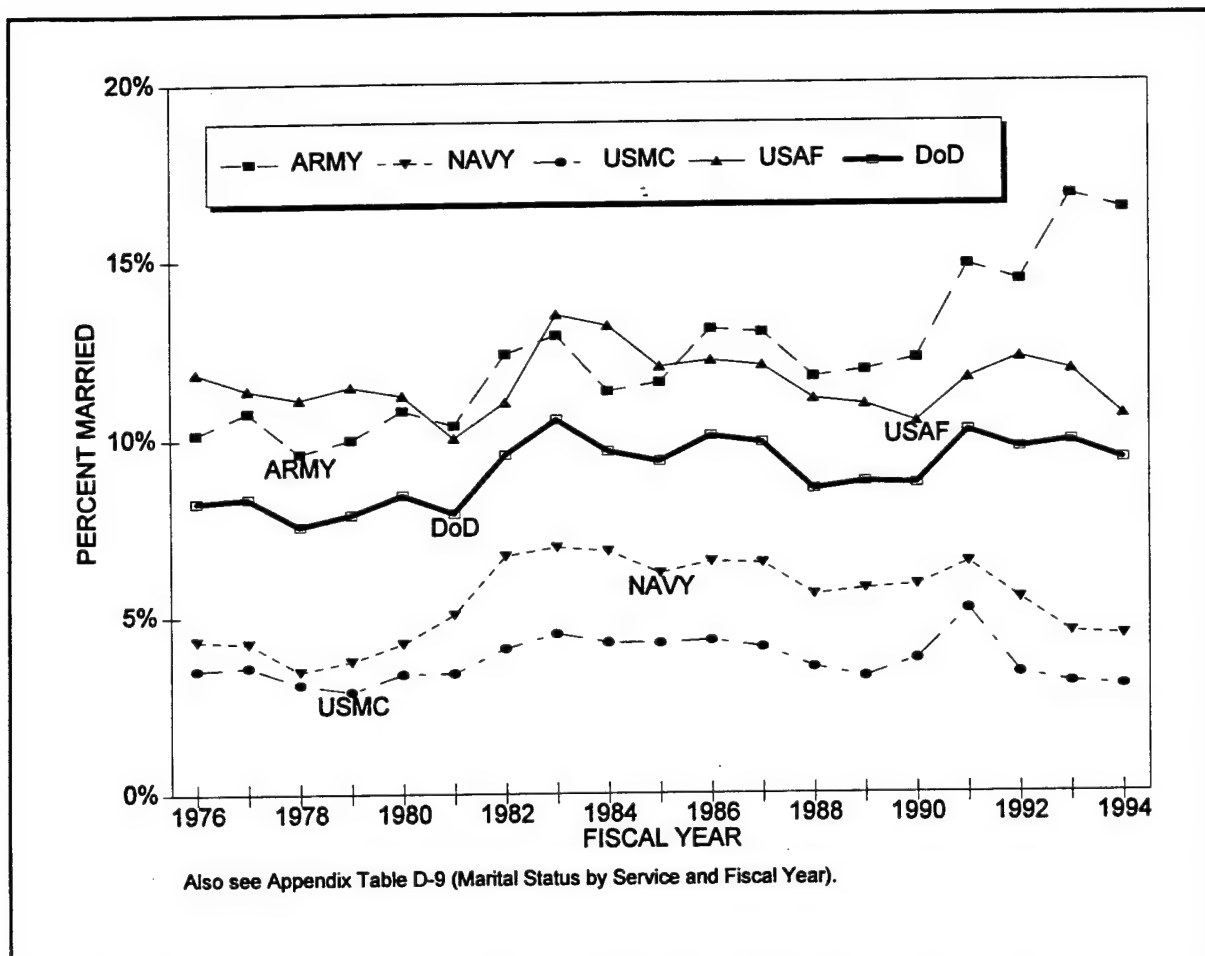


Figure 2.4. Marital status trends by Service, FYs 1976-1994.

Additional research indicates that those with other alternative credentials, such as adult education and correspondence school diplomas, also have attrition rates greater than regular high school graduates.²² In 1987, DoD implemented a three-tier classification of education credentials. Table 2.6 shows the percentage of FY 1994 active duty NPS accessions by education tier. Ninety-six percent of recruits possessed high school diplomas and/or some college education (Tier 1); 3 percent held alternative high school credentials (Tier 2); and one percent had not completed high school (Tier 3). It should be noted that enlisted occupations are generally comparable to civilian jobs not requiring college education.

While 99 percent of FY 1994 accessions were in Tiers 1 and 2, only 80 percent of 18- to 24-year-old civilians are high school graduates or possess a GED certificate. Differences among Services in FY 1994 high school graduate accessions are small, from 99 percent in the Air Force to 95 percent in the other Services. The Navy has the highest proportion of recruits with Tier 2 credentials (3 percent); the Air Force has the lowest (less than 1 percent).

²² Laurence, J.H., *Military Enlistment Policy and Educational Credentials: Evaluation and Improvement* (Alexandria, VA: Human Resources Research Organization, September 1987).

Table 2.6 Levels of Education of FY 1994 Active Component NPS Accessions, by Service, and Civilians 18-24 Years Old (Percent)						
Education Level ¹	Army	Navy	Marine Corps	Air Force	DoD	18-24 Year-Old Civilians*
Tier 1: Regular High School Graduate or Higher	95.2	95.1	95.2	99.2	95.8	80.1
Tier 2: GED, Alternative Credentials	1.1	3.3	2.1	0.6	2.8	
Tier 3: No Credentials	3.7	1.6	2.7	0.2	1.4	19.9
Total	100.0	100.0	100.0	100.0	100.0	100.0
College Experience (Part of Tier 1) ²	7.5	4.0	2.8	2.6	4.8	47.4
Columns may not add to total due to rounding. * Civilian numbers and percentages combine Tiers 1 and 2 as civilian data include GED certificates with high school graduate rates. ¹ Service data from OASD(FMP)(MPP)/Accession Policy are "cleaned" by the services for official submission. Data presented in this table may differ slightly from the data shown in appendix tables which are taken from DMDC's USMEPCOM Edit File. ² College experience data for the Services are taken from the education certificate variable of DMDC's USMEPCOM Edit File for September 1994. College experience is defined as those individuals with the following credentials: associate degree, professional nursing diploma, baccalaureate, master's, post master's, doctorate, first-professional, or completed one semester of college. Also see Appendix Tables B-7 (Education by Service and Gender) and B-8 (Education by Service and Race/Ethnicity). Source: Service data from OASD(FMP)(MPP)/Accession Policy – submitted in accordance with DoD Instruction 7730.56. Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993 - September 1994.						

The proportion of accessions with high school diplomas by Service for FYs 1973 through 1994 is shown in Figure 2.5. During most of the first decade of the volunteer military (FYs 1973-1982), there were significant differences among the Services in the proportion of high school diploma graduates. In addition, there were significant variations across years. Across Services, the proportion of accessions with high school diplomas fell from 75 percent in FY 1978 to 66 percent in FY 1980. The drop was most pronounced in the Army, declining from 73 to 52 percent over that period.

During the mid-1970s, the Services operated with reduced recruiting budgets. At the same time, there were highly publicized reports of shrinking military benefits and significant gaps in pay comparability with the civilian sector. Media articles cited the hemorrhage of talent from the Services due to loss of benefits, and the percentage of Servicemembers eligible for food stamps.

Because of lower education levels of new recruits, lower test scores, and increasing minority representation during this period, debates began on whether to replace the volunteer force with either a form of national service or a return to the draft.²³ The Executive and Legislative branches of

²³ In December 1976, the Department of Defense released a report, *The All Volunteer Force: Current Status and Prospects*, which listed seven alternatives to the all-volunteer military. On June 20, 1978, the Senate Subcommittee on

government funded major initiatives to reinvigorate the volunteer military, enhance recruiting programs, and improve Servicemembers' quality of life. Military pay and benefits and recruiting resources were increased substantially in 1981, resulting in a rapid increase in the quality of accessions. The proportion of high school graduate recruits jumped from 66 percent in FY 1980 to 83 percent in FY 1982. Further incentives, such as the Montgomery GI Bill and the Army and Navy College Funds, and the Services' emphasis on improving the quality of life for Servicemembers and their families led to improved recruiting. The proportion of high school graduates climbed to 98 percent in FY 1992. In FY 1994, the proportion of high school graduates was 96 percent.

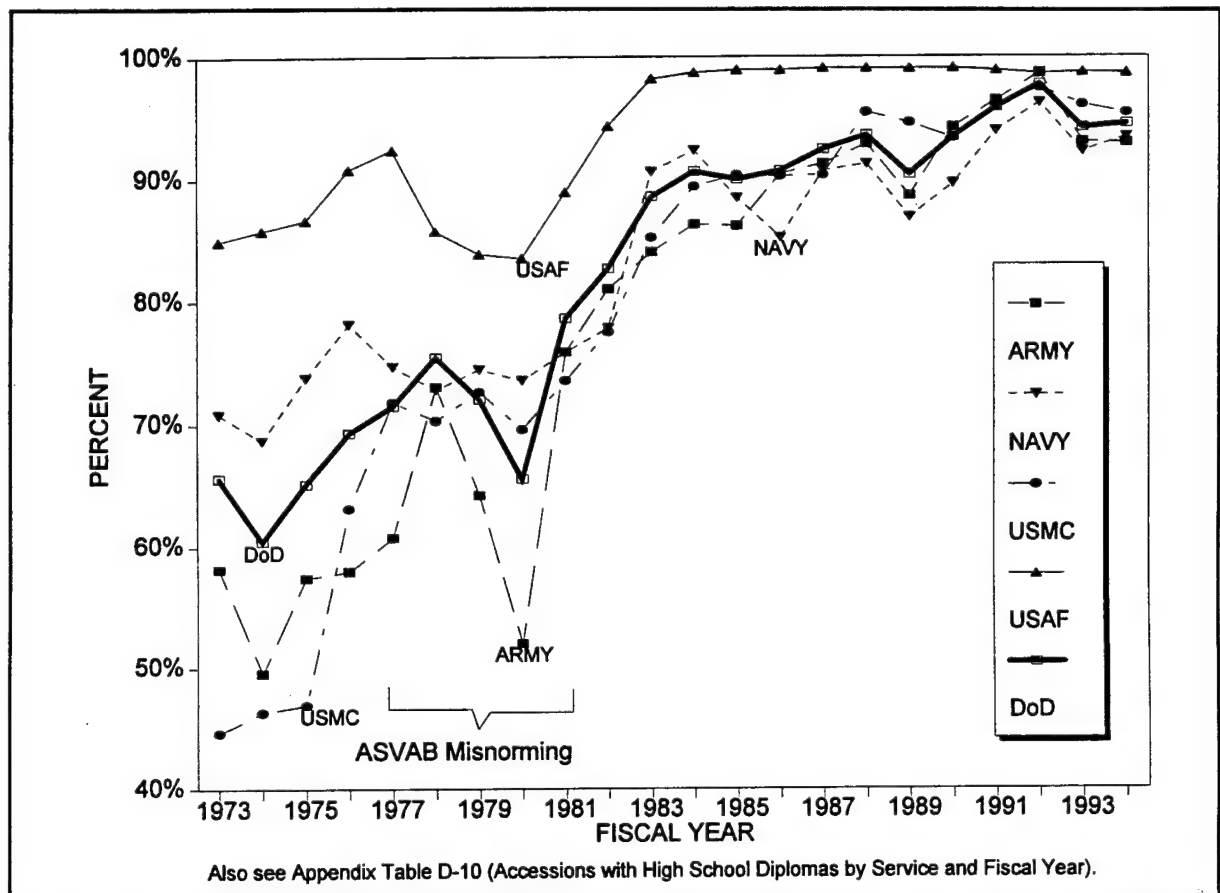


Figure 2.5. Active Component accessions with high school diplomas, FYs 1973-1994.

Figure 2.6 compares FY 1994 accessions with civilians of similar age on the percentage of high school graduates (Tier 1) and those with alternative credentials (Tier 2), by gender and race/ethnicity. While virtually all military recruits are in Tiers 1 and 2, the same is not true of 18- to 24-year-old civilians. Some dramatic differences in education level, by race/ethnicity, are evident in Figure 2.6. Only 74 percent of Black civilians and 58 percent of Hispanic civilians have high

Manpower and Personnel of the Committee on Armed Services conducted an extensive hearing, *Status of the All-Volunteer Armed Force*, on the problems of a volunteer force and the need to examine alternatives to the all-volunteer military.

school diplomas or alternative credentials. Given these percentages, the Services' minority recruiting pool is limited. Thus the race/ethnicity representation comparisons should be interpreted with these data in mind.

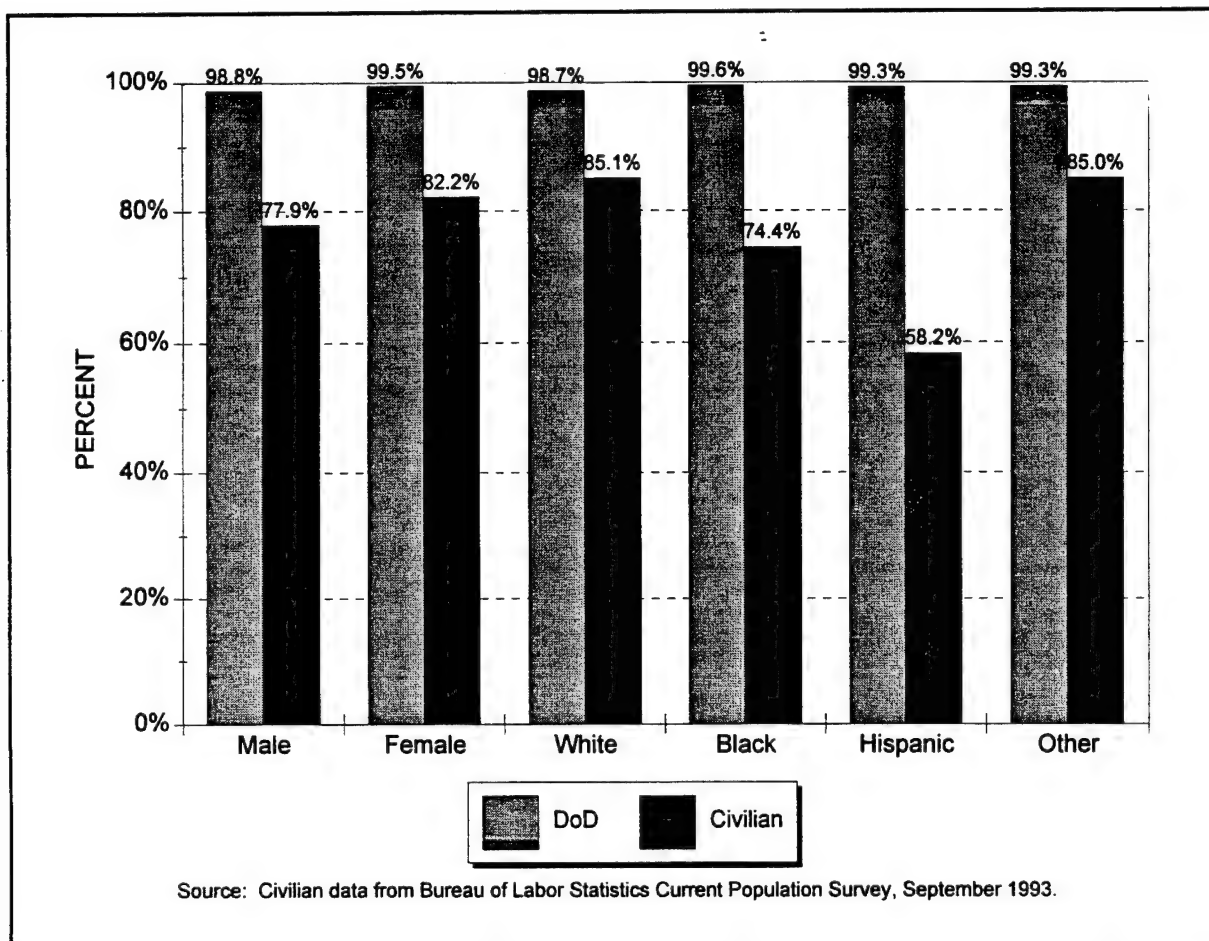


Figure 2.6. FY 1994 accessions and 18-24 year-old civilians who earned high school diplomas (Tier 1) or alternative credentials (Tier 2), by gender and race/ethnicity.

AFQT. AFQT scores are the primary measure of recruit potential. Figure 2.7 indicates the percentage of NPS recruits who scored at or above the 50th percentile (Categories I - IIIA) since FY 1973. Numerical data are in Appendix D, Table D-11. The drop in Category I - IIIA recruits after FY 1976 was due primarily to the miscalibration of the ASVAB.²⁴ In 1976, when new versions of the ASVAB were introduced, an error in calibrating the score scales made the new versions "easier" than the old versions (i.e., applicants received test scores higher than their actual ability). An independent study of the calibration was made and the test correctly calibrated in 1980. Then,

²⁴ See two documents: Sims, W.H. and Truss, A.R., *A Reexamination of the Normalization of Armed Services Vocational Aptitude Battery (ASVAB) Forms 6, 7, 6E, and 7E* (Alexandria, VA: Center for Naval Analyses, September 1980); and Laurence, J.H. and Ramsberger, P.F., *Low-Aptitude Men in the Military: Who Profits, Who Pays?* (New York: Praeger, 1992).

Congress added legal provisions stipulating that no more than 20 percent of accessions could be in Category IV and that such accessions had to be high school diploma graduates.²⁵

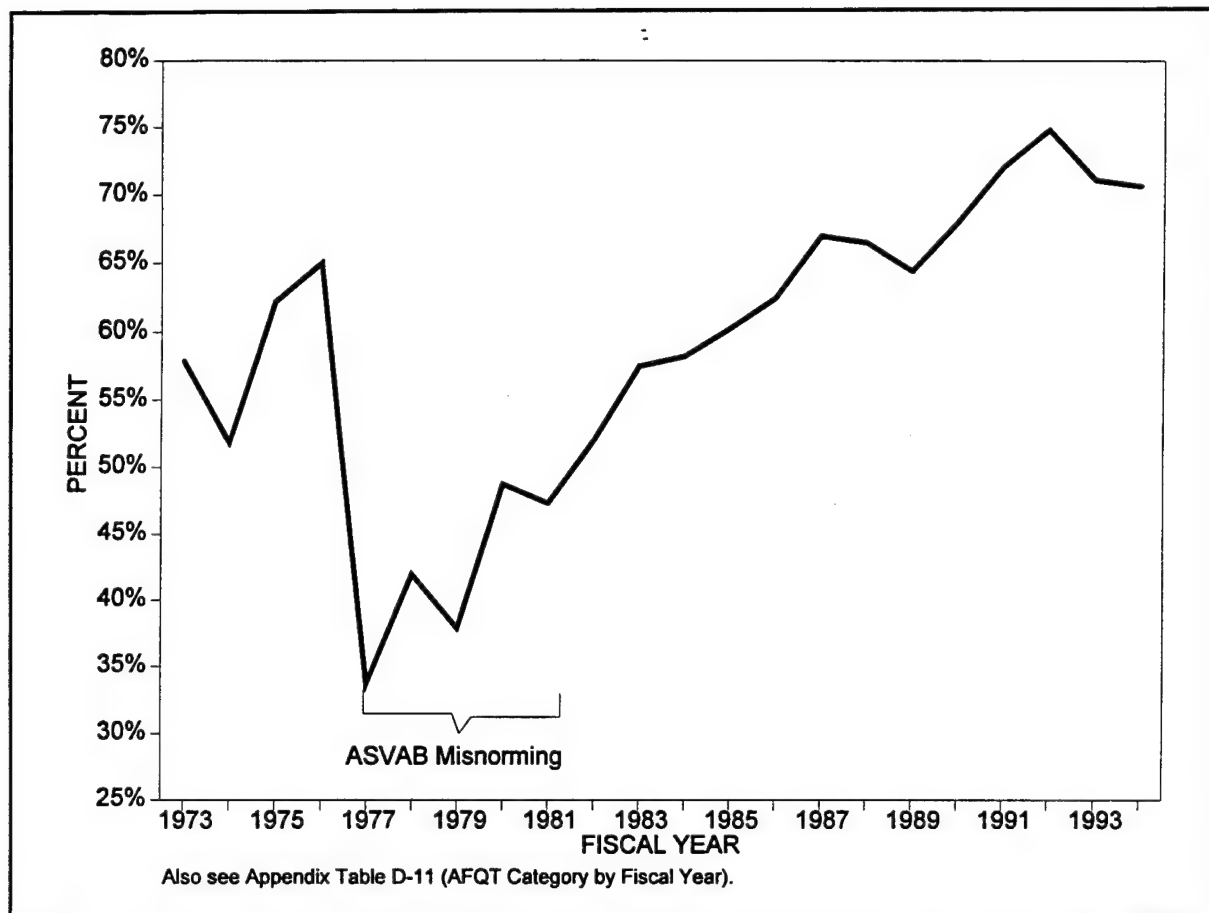


Figure 2.7. Percentage of NPS accessions in AFQT categories I-III, FYs 1973-1994.

Figure 2.7 shows FY 1977 as the low point and FY 1992 as the high point in accessing recruits in Categories I to IIIA. In FY 1977, 34 percent of accessions scored in the top half of the AFQT distribution.²⁶ Only 13 percent of Blacks, 19 percent of Hispanics, and 20 percent of "Others" scored in Categories I-III. Fifteen years later, in FY 1992, the majority of minority accessions achieved scores in the I-III range (Blacks - 56 percent, Hispanics - 67 percent, "Others" - 67 percent). Hispanics have shown the most marked increase, with a 48-percentage-point gain in Category I to IIIA accessions from FY 1977 to FY 1992.

A graphic view of the trend in the AFQT performance of accessions is provided in Figure 2.8. The figure clearly indicates the increase in AFQT scores of accessions from FY 1981

²⁵ 10 U.S.C. 520.

²⁶ Data from Defense Manpower Data Center.

through 1992. The more significant gains were in Categories I to IIIA, where the percentages increased year by year from 47 percent of accessions in FY 1981 to 75 percent of accessions in FY 1992. Conversely, there has been a steady decline in the percentage of Category IIIB accessions. Most dramatic has been the decrease in accessions who score in Category IV -- from 33 percent of accessions in FY 1979 to less than one percent since FY 1991.

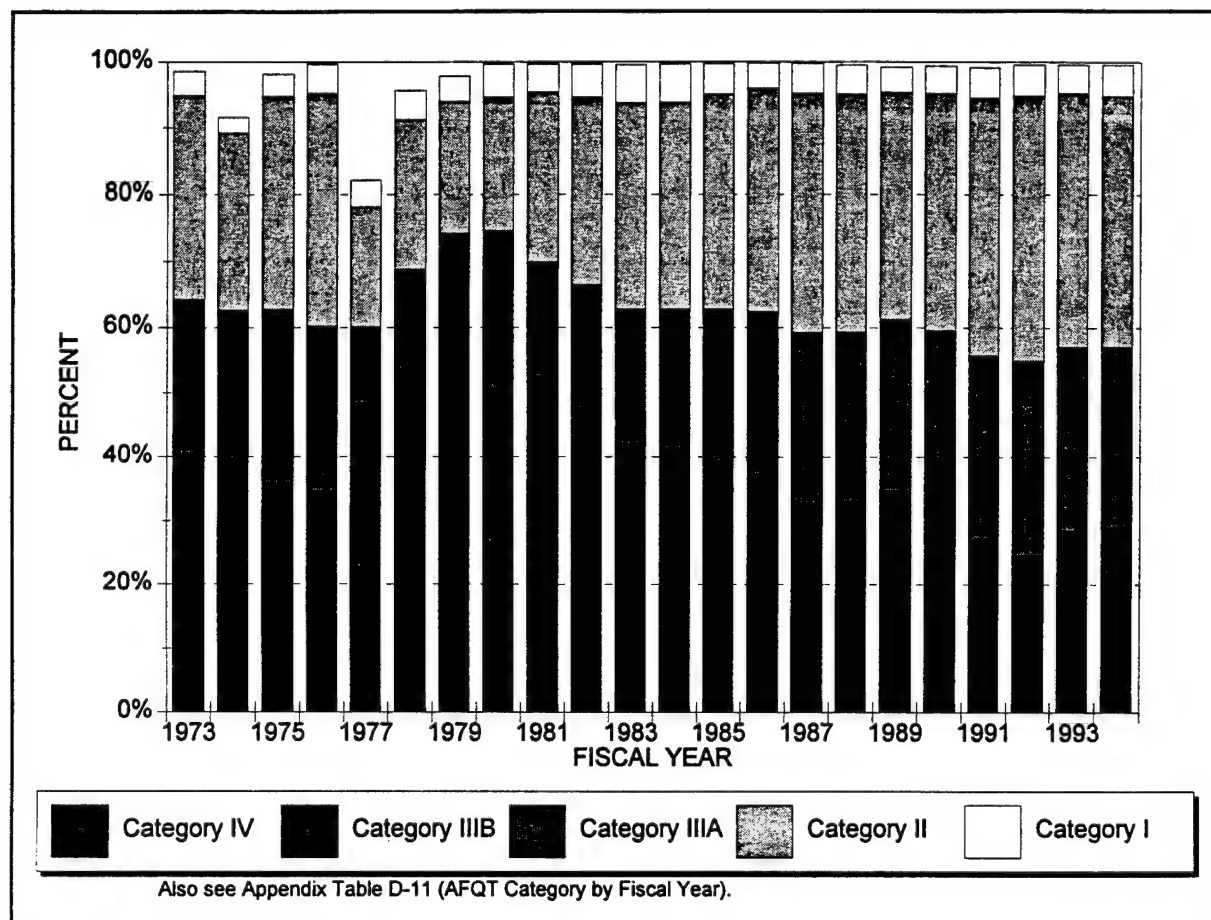


Figure 2.8. Percentage of NPS accessions in AFQT categories, FYs 1973-1994.

The percentages of FY 1994 active duty NPS accessions in each AFQT category, by Service, and similar data for civilian youth are shown in Table 2.7. The percentage of recruits in Categories I and II was higher than for their civilian counterparts (male - 43 versus 39 percent; female - 39 versus 33 percent). Category III accessions greatly exceeded civilian group proportions (males - 56 versus 30 percent; females - 61 versus 37 percent), while the percentage of recruits in Category IV was much lower than in the civilian population (males - less than 1 percent versus 20 percent; females - less than 1 percent versus 22 percent). There were no Category V enlistees, while 10 percent of civilian males and 9 percent of civilian females scored in this range.

Table 2.7. AFQT Scores of FY 1994 Active Component NPS Accessions, by Gender and Service, and 1980 Civilians 18-23 Years Old* (Percent)						
AFQT Category ¹	Army	Navy	Marine Corps	Air Force	DoD	1980 Civilian Youth Population**
MALES						
I	5.1	5.6	3.6	6.0	5.1	10.0
II	36.4	38.8	34.6	46.4	38.3	29.4
IIIA	29.3	24.2	31.7	29.1	28.2	14.4
IIIB	27.0	31.4	30.1	18.4	27.7	16.0
IV	2.2	0.0	*	0.1	0.8	20.4
V	0.0	0.0	0.0	0.0	0.0	9.9
Other/Unknown	0.0	0.0	0.0	0.0	0.0	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0
FEMALES						
I	3.0	2.8	2.9	3.6	3.1	5.8
II	33.3	34.1	40.1	42.7	36.2	26.9
IIIA	33.9	30.0	38.0	32.3	32.5	16.2
IIIB	29.5	33.2	18.9	21.3	28.0	20.7
IV	0.3	0.0	0.1	*	0.2	21.7
V	0.0	0.0	0.0	0.0	0.0	8.6
Other/Unknown	0.0	0.0	0.0	0.0	0.0	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. * Less than one-tenth of one percent. ** The 1980 civilian comparison group distribution for the total population (males and females) is 7 percent in Category I, 28 percent in Category II, 15 percent in Category IIIA, 19 percent in Category IIIB, 21 percent in Category IV, and 10 percent in Category V. ¹ Service data from OASD(FMP)(MPP)/Accession Policy are "cleaned" by the services for official submission. Data presented in this table may differ slightly from the data shown in appendix tables which are taken from DMDC's USMEPCOM Edit File. Also see Appendix Tables B-5 (AFQT by Service and Gender) and B-6 (AFQT by Service and Race/Ethnicity). Source: Service data from OASD(FMP)(MPP)/Accessions Policy - submitted in accordance with DoD Instruction 7730.56. Civilian data from <i>Profile of American Youth</i> (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], March 1982).						

Seventy-two percent of recruits scored at or above the 50th percentile on the AFQT (Categories I-III A). Air Force recruits scored higher than those of the other three Services. Eighty-one percent of Air Force recruits scored in Categories I-III A, compared to 71 percent of Army, 68 percent of Navy, and 71 percent of Marine Corps recruits.

High quality. One impact of the defense drawdown is the Services' redesign of a number of career fields, with incumbents assuming a more diverse workload and greater responsibilities. The redesign will both increase the numbers of tasks assigned to an individual, and require incumbents to perform new tasks of greater complexity.²⁷ The Services believe that as the levels of job/task difficulty and importance increase, so will the need to bring in and retain greater proportions of individuals with above-average aptitude. The Services define high-quality recruits as high school graduates who score in the top 50 percent on the AFQT, Categories I through III A.

The trends in the proportion of high-quality accessions since FY 1973 are shown in Figure 2.9. The significant increases generated some criticism that Service quality standards were too high. In FY 1994, there was a slight drop in quality in all Services except the Air Force.

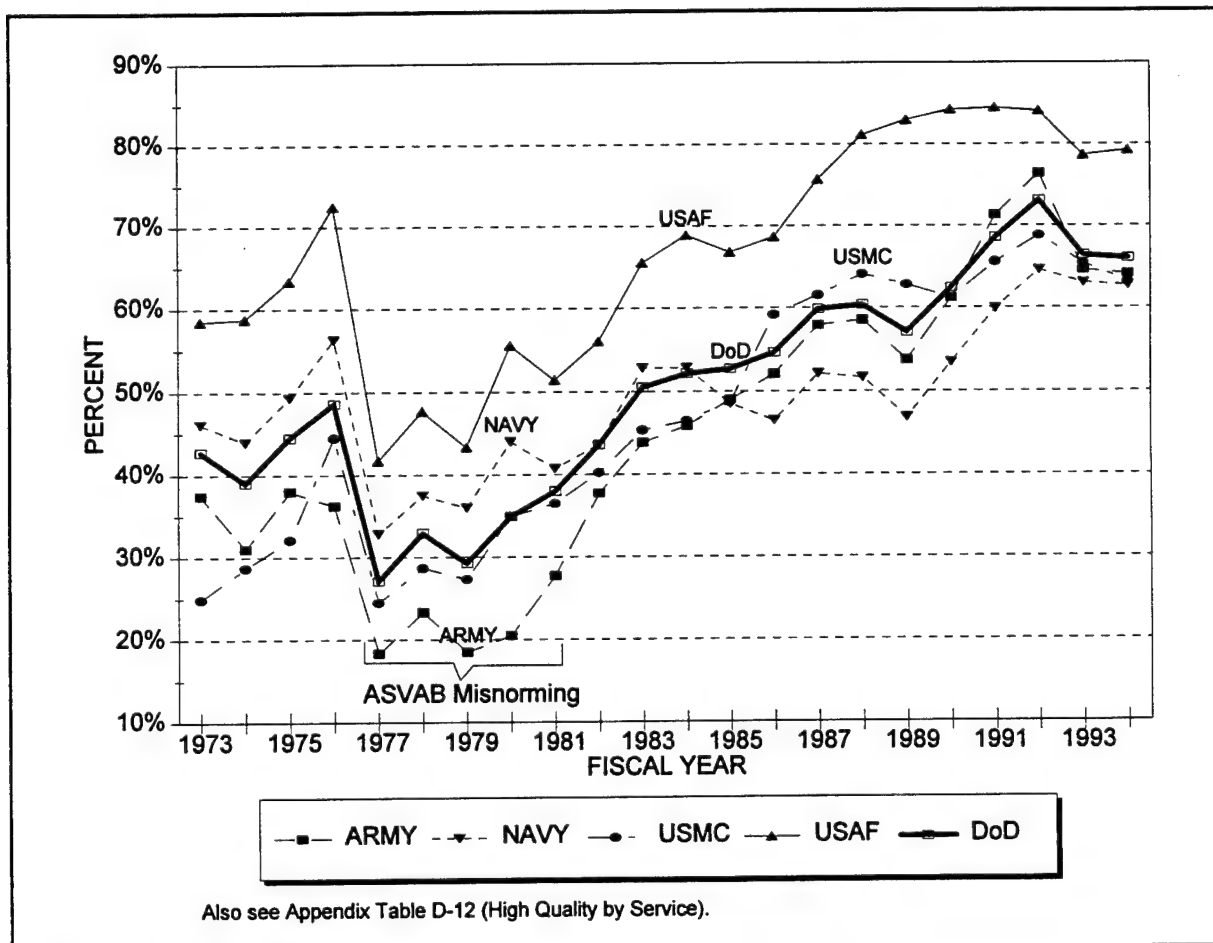


Figure 2.9. Percentage of high-quality NPS accessions, FYs 1973-1994.

²⁷ See Sellman, W.S., *Since We Are Reinventing Everything Else, Why Not Occupational Analysis?* Keynote address to the 9th Occupational Analyst Workshop, San Antonio, Texas, May 31 - June 2, 1995.

Reading ability. Because reading requirements for many military occupations are substantial, reading ability of recruits is important. The reading grade level (RGL) is estimated by converting the ASVAB verbal composite score to its RGL equivalent.²⁸ Table 2.8 shows that the mean RGL for FY 1994 recruits was at a level that would be expected of an 11th grade student, compared to 10th grade level for the average FY 1984 accession.

Table 2.8. Mean Reading Grade Level of FY 1984-1994 Active Component NPS Accessions, by Service, and 1980 Civilians 18-23 Years Old (Percent)						
Fiscal Year	Army	Navy	Marine Corps	Air Force	DoD	1980 Civilian Youth Population
1984	10.0	10.2	9.8	10.5	10.1	10.3
1985	10.6	10.5	10.1	10.8	10.6	
1986	11.2	11.0	11.1	11.4	11.1	
1987	11.2	11.1	11.2	11.6	11.2	
1988	11.2	11.1	11.2	11.5	11.2	
1989	11.1	11.0	11.2	11.4	11.2	
1990	11.2	11.1	11.2	11.7	11.3	
1991	11.4	11.0	11.3	11.7	11.3	
1992	11.5	11.4	11.3	11.7	11.5	
1993	11.5	11.5	11.2	11.8	11.5	
1994	11.4	11.3	11.2	11.7	11.4	
Source: 1980 civilian youth population data from the <i>Profile of American Youth</i> (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], March 1982); and Waters, et al., <i>Estimating the Reading Skills of Military Applicants: The Development of an ASVAB to RGL Conversion Table</i> (Alexandria, VA: Human Resources Research Organization, October 1988).						

Inter-Service differences in RGL were relatively small in FY 1994, with mean RGLs ranging from 11.2 for the Marine Corps to 11.7 for the Air Force. The 1980 nationally representative sample of 18- to 23-year-olds, on whom ASVAB scores are based, read at a mean 10th grade level.

Geography. The percentages of recruits from some census regions of the United States have remained fairly stable since the inception of the volunteer force. However, as Figure 2.10 illustrates, in other regions some substantial shifts have taken place. The percentage of accessions from the

²⁸ See Waters, B.K., Barnes, J.D., Foley, P., Steinhaus, S.D., and Brown, D.C., *Estimating the Reading Skills of Military Applicants: The Development of an ASVAB to RGL Conversion Table* (Alexandria, VA: Human Resources Research Organization, October 1988).

Northeast dropped 7 points from a high of 22 percent in FY 1977 to 15 percent in FY 1994. Concomitantly, the proportion of accessions from the South increased 9 percentage points, from 33 percent in FY 1982 to 42 percent in FY 1994.

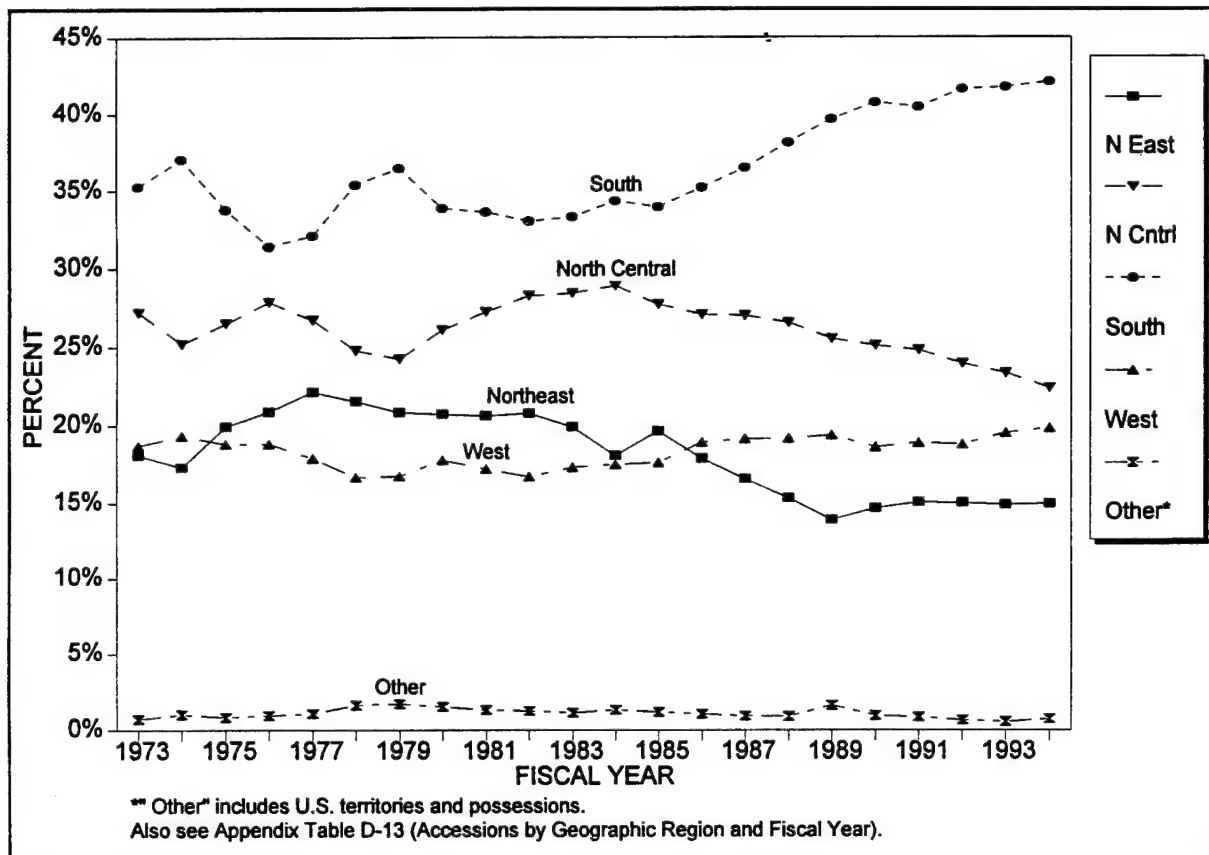


Figure 2.10. NPS accessions by geographic region, FYs 1973-1994.

Changes in geographical representation are related to factors such as shifts in demographic patterns, unemployment, college enrollment, and employment compensation rates, which vary widely across regions of the country.²⁹ Obviously, no one factor can explain variations in enlistment rates between different sections of the country; they are more likely attributable to a wide array of economic, social, and demographic factors.

Table 2.9 presents FY 1994 accession statistics by region, division, and state. The third and fourth columns show the percentages of accessions and percentages of the 18- to 24-year-old civilian population in each area. The fifth column presents military/civilian representation ratios--the percentage of enlisted accessions divided by the percentage of civilians in each area. A representation ratio of 1.00 means that the area has the same proportion of accessions as of the youth population -- for example, 8 percent of all recruits and 8 percent of all youth aged 18-24. A ratio of less than 1.00 means that relatively few youth in an area enlist in the military, while a ratio of more

²⁹ Kostiuk, P.F., *Geographic Variations in Recruiting Market Conditions* (Alexandria, VA: Center for Naval Analyses, 1989).

Table 2.9. Selected Statistics for FY 1994 NPS Accessions by
Region, Division, and State and Civilians 18-24 Years Old

CENSUS REGION CENSUS DIVISION STATE	Area's Contribution of All NPS Accessions	Area's Percent of All NPS Accessions	Area's Percent of All 18-24 Year-Olds	Representa- tion Ratio	Percent of High-Quality Accessions*	Mean AFQT Score
NORTHEAST REGION	26,388	15.1	18.8	0.8	67.5	62.0
<i>New England Division</i>	<i>7,045</i>	<i>4.0</i>	<i>4.7</i>	<i>0.9</i>	<i>67.4</i>	<i>61.8</i>
Maine	1,291	0.7	0.5	1.6	68.1	62.4
New Hampshire	906	0.5	0.4	1.5	73.2	65.1
Vermont	396	0.2	0.2	1.2	73.5	64.3
Massachusetts	2,626	1.5	2.2	0.7	65.8	61.2
Rhode Island	447	0.3	0.3	0.7	67.3	62.4
Connecticut	1,379	0.8	1.1	0.7	64.4	60.5
<i>Middle Atlantic Division</i>	<i>19,343</i>	<i>11.1</i>	<i>14.1</i>	<i>0.8</i>	<i>67.5</i>	<i>61.8</i>
New York	8,729	5.0	6.9	0.7	66.3	61.4
New Jersey	3,173	1.8	2.8	0.6	63.8	60.8
Pennsylvania	7,441	4.2	4.4	1.0	70.6	62.7
NORTH CENTRAL REGION	39,461	22.5	24.2	0.9	68.3	61.9
<i>East North Central Division</i>	<i>28,093</i>	<i>16.0</i>	<i>17.0</i>	<i>0.9</i>	<i>67.1</i>	<i>62.5</i>
Ohio	8,381	4.8	4.2	1.1	67.3	61.5
Indiana	3,814	2.2	2.5	0.9	68.6	62.3
Illinois	6,941	4.0	4.6	0.9	64.9	61.0
Michigan	6,553	3.7	3.7	1.0	65.3	61.7
Wisconsin	2,404	1.4	2.0	0.7	75.0	65.6
<i>West North Central Division</i>	<i>11,368</i>	<i>6.5</i>	<i>7.1</i>	<i>0.9</i>	<i>71.1</i>	<i>63.9</i>
Minnesota	2,027	1.2	1.9	0.6	74.9	65.4
Iowa	1,768	1.0	1.1	0.9	75.8	65.6
Missouri	3,914	2.2	2.0	1.1	66.1	61.8
North Dakota	377	0.2	0.3	0.8	80.6	66.7
South Dakota	560	0.3	0.3	1.2	78.0	65.8
Nebraska	1,094	0.6	0.6	1.0	71.5	64.3
Kansas	1,628	0.9	0.9	1.0	68.7	63.5
SOUTH REGION	74,308	42.4	35.3	1.2	64.1	60.0
<i>South Atlantic Division</i>	<i>37,262</i>	<i>21.3</i>	<i>17.3</i>	<i>1.2</i>	<i>64.2</i>	<i>59.9</i>
Delaware	429	0.3	0.3	0.8	66.4	60.4
Maryland	3,189	1.8	1.8	1.0	65.4	61.1
District of Columbia	186	0.1	0.2	0.5	44.1	51.6
Virginia	5,158	3.0	2.5	1.2	67.2	61.7
West Virginia	1,836	1.1	0.7	1.5	64.5	59.2
North Carolina	5,451	3.1	2.6	1.2	62.0	59.1
South Carolina	3,630	2.1	1.4	1.5	61.4	57.6
Georgia	5,878	3.4	2.8	1.2	61.3	58.2
Florida	11,505	6.6	4.9	1.3	66.1	61.4
<i>East South Central Division</i>	<i>12,161</i>	<i>7.0</i>	<i>6.4</i>	<i>1.1</i>	<i>61.9</i>	<i>58.2</i>
Kentucky	2,737	1.6	1.4	1.1	65.3	60.2
Tennessee	3,274	1.9	2.1	0.9	65.2	60.2
Alabama	4,039	2.3	1.7	1.3	61.5	57.1
Mississippi	2,111	1.2	1.1	1.1	53.3	54.6
<i>West South Central Division</i>	<i>24,885</i>	<i>14.2</i>	<i>11.7</i>	<i>1.2</i>	<i>65.1</i>	<i>60.4</i>
Arkansas	2,232	1.3	1.0	1.3	59.6	58.6
Louisiana	3,848	2.2	1.8	1.3	61.0	57.1
Oklahoma	2,964	1.7	1.2	1.4	63.6	61.0
Texas	15,841	9.1	7.8	1.2	67.1	61.4

(Continued)

**Table 2.9. Selected Statistics for FY 1994 NPS Accessions by
Region, Division, and State and Civilians 18-24 Years Old (continued)**

CENSUS REGION CENSUS DIVISION STATE	Area's Contribution of All NPS Accessions	Area's Percent of All NPS Accessions	Area's Percent of All 18-24 Year-Olds	Representa- tion Ratio	Percent of High- Quality Accessions*	Mean AFQT Score
WEST REGION	34,942	20.0	21.7	0.9	67.3	63.2
<i>Mountain Division</i>	<i>11,266</i>	<i>6.4</i>	<i>5.6</i>	<i>1.1</i>	<i>69.5</i>	<i>62.3</i>
Montana	879	0.5	0.3	1.7	76.1	65.7
Idaho	918	0.5	0.4	1.2	70.3	63.5
Wyoming	550	0.3	0.2	1.6	74.0	65.2
Colorado	2,799	1.6	1.4	1.2	70.2	63.7
New Mexico	1,288	0.7	0.6	1.3	62.4	59.5
Arizona	3,014	1.7	1.4	1.2	70.9	63.2
Utah	858	0.5	0.9	0.6	62.4	62.0
Nevada	960	0.6	0.5	1.1	69.3	64.0
<i>Pacific Division</i>	<i>23,676</i>	<i>13.5</i>	<i>16.1</i>	<i>0.8</i>	<i>66.2</i>	<i>61.9</i>
Washington	3,808	2.2	2.0	1.1	72.5	64.8
Oregon	2,556	1.5	1.1	1.4	71.6	64.9
California	16,599	9.5	12.4	0.8	63.9	60.8
Alaska	362	0.2	0.2	0.9	72.4	63.9
Hawaii	351	0.2	0.4	0.5	61.1	59.2
TOTAL (50 STATES + D.C.)	175,099**	100.0	100.0	1.0	66.2	61.2
Columns may not add to total due to rounding. * High-quality accessions are high school graduates who score at or above the 50th percentile on the AFQT. This column is the number of high-quality accessions in area divided by the total number of accessions in area. ** Does not include 1,310 recruits from the territories and unknowns. Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993 - September 1994.						

of more than 1.00 indicates above average market penetration. The last two columns of the table present the percentages of high-quality accessions (high school graduates in AFQT Categories I-III) and mean AFQT scores for each area.

The South Region had the greatest ratio of enlistees (1.2), with only Delaware, Tennessee, and the District of Columbia having ratios less than one. The West South Central and South Atlantic Divisions had the strongest representation (1.2 each).

The Northeast Region had the lowest ratio (.8), with Massachusetts, Rhode Island, Connecticut, New York, and New Jersey having representation ratios less than one. New Hampshire and Maine had ratios greater than one. The North Central Region had 6 of 12 states with ratios at or higher than one. The ratios ranged from .6 in Minnesota to 1.2 in South Dakota.

West Region ratios ranged from .5 in Hawaii to 1.7 in Montana. While Hawaii's ratio was among the lowest in the nation, its influence on the region's total was minor due to its small youth population (less than one percent of the nation's 18- to 24-year-olds). California, home to more than 12 percent of the U.S. youth population, dominated the statistics in the West Region. California's 1994 ratio was .8. By comparison, Texas, with the second largest youth population (8 percent of 18- to 24-year-olds), had a ratio of 1.2.

The sixth column of Table 2.9 shows the proportion of high-quality accessions by geographical area. There were only minor differences by region in FY 1994. The proportion of high-quality accessions by region ranged from a low of 64 percent in the South to a high of 68 percent in the North Central. Differences across divisions were somewhat larger. Ten percentage points separated the East South Central and West North Central Divisions. Differences at the state level were larger, ranging from 44 percent in the District of Columbia to 81 percent in North Dakota.

The last column of Table 2.9 shows the mean AFQT score by each geographical area. Occasionally interest has been expressed in using AFQT scores as an indicator of the performance of state educational systems. AFQT statistics are not particularly useful for this purpose for several reasons. As a sample of youth in a state, ASVAB test-takers reflect a number of selection biases, the total effect of which is unknown. Those who take the test as part of the enlistment process exclude many who intend to enroll in college, prospects who fail the enlistment screening test, and those who do not have an interest in military enlistment. Therefore, youth who take the ASVAB should not be presumed to be representative of the communities or school systems from which they are drawn. Even without the biases, it would be difficult to determine how much the test scores reflect differences in school performance from state to state, or how much they reflect other state characteristics, such as social composition and economic conditions. In sum, while the ASVAB is an excellent instrument for the purposes for which it was designed, it does not provide valid state-by-state performance data.

Nevertheless, AFQT scores by state may be of interest for purposes other than assessing school system performance. The AFQT figures in Table 2.9 reflect the mean AFQT scores for accessions in each state. A score of 50 is the median for all test-takers; the mean scores displayed are all above 50 because low-scoring applicants are screened out.

Chapter 3

ACTIVE COMPONENT ENLISTED FORCE

DoD continued the scheduled reduction of military forces in FY 1994. At the end of the fiscal year, enlisted force end-strength was 1.35 million, the smallest since 1947-1950 (between World War II and the Korean War) when the enlisted force averaged 1.34 million members. Figure 3.1 displays trend lines for the active duty enlisted force size since FY 1973, and Appendix Table D-14 provides end-strength data by year and by Service for FYs 1964 and 1973 through 1994. Although there were concerns that minority and female Servicemembers might be disproportionately affected by the drawdown, the demographic composition of the enlisted force did not change significantly in FY 1994.¹

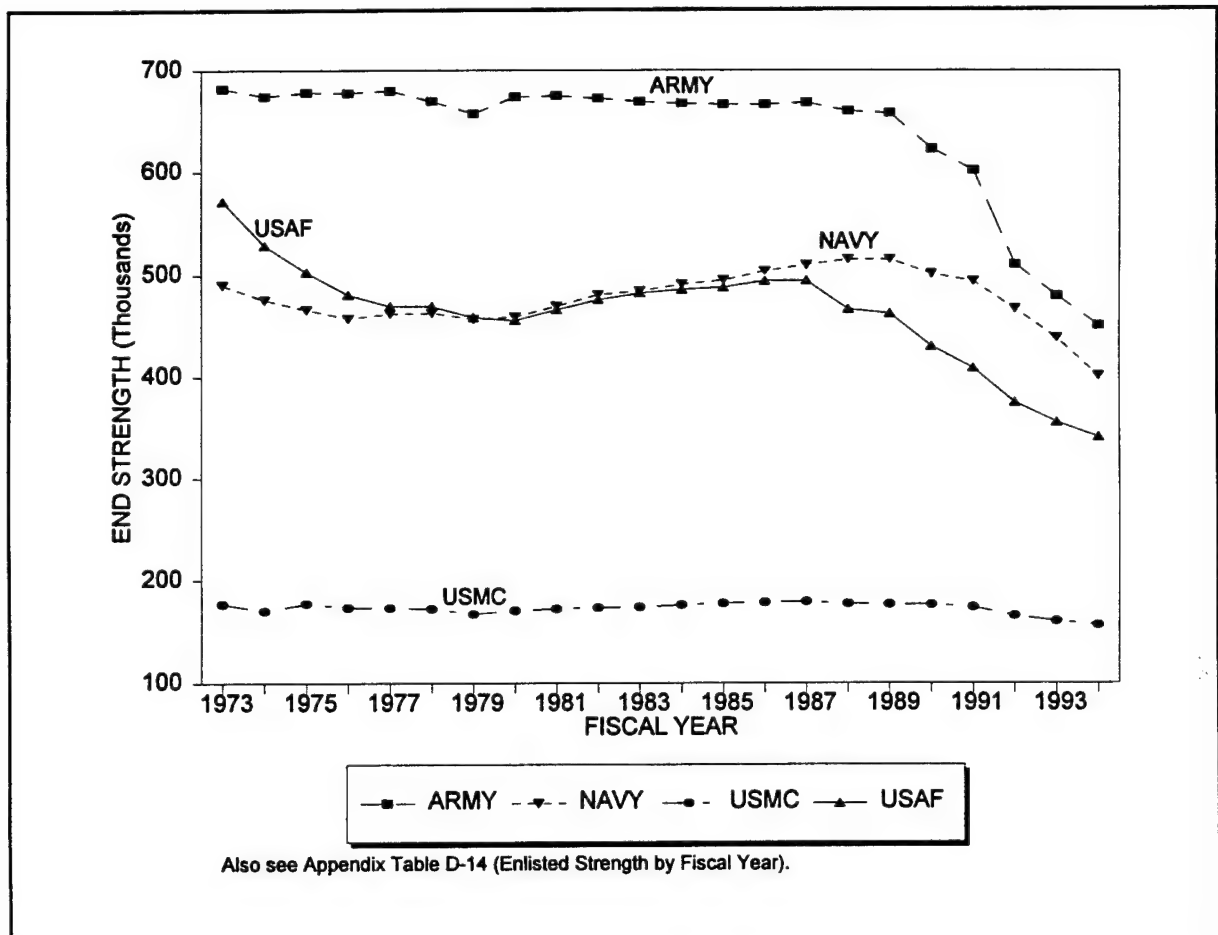


Figure 3.1. Active Component enlisted force end-strength, FYs 1973-1994.

¹ Throughout this chapter, the Active Component enlisted force is compared with the civilian labor force, ages 18-44, from Bureau of Labor Statistics Current Population Survey File, September 1994.

Characteristics of Active Component Enlisted Force

Age. Trained person-years are more important than end-strength when evaluating personnel readiness. Greater proportions of trained person-years reduce training costs and enable the Services to cut recruiting objectives. To gain increased person-years with the same number of Servicemembers, DoD and Service planners increase the mean initial term of enlistment and restructure the mix of first-term and career force personnel. In addition to the planned increase in months of service, drawdown targets are met, in part, by reducing recruiting objectives.

The mean number of months in service per Servicemember is highlighted in Figure 3.2. Mean time in service rose from 67 months in FY 1980 to 90 months in FY 1994 (an increase of more than 34 percent). The planned increase in service months combined with the drawdown also resulted in an increase in mean age of the Services' enlisted force to more than 27 years old.

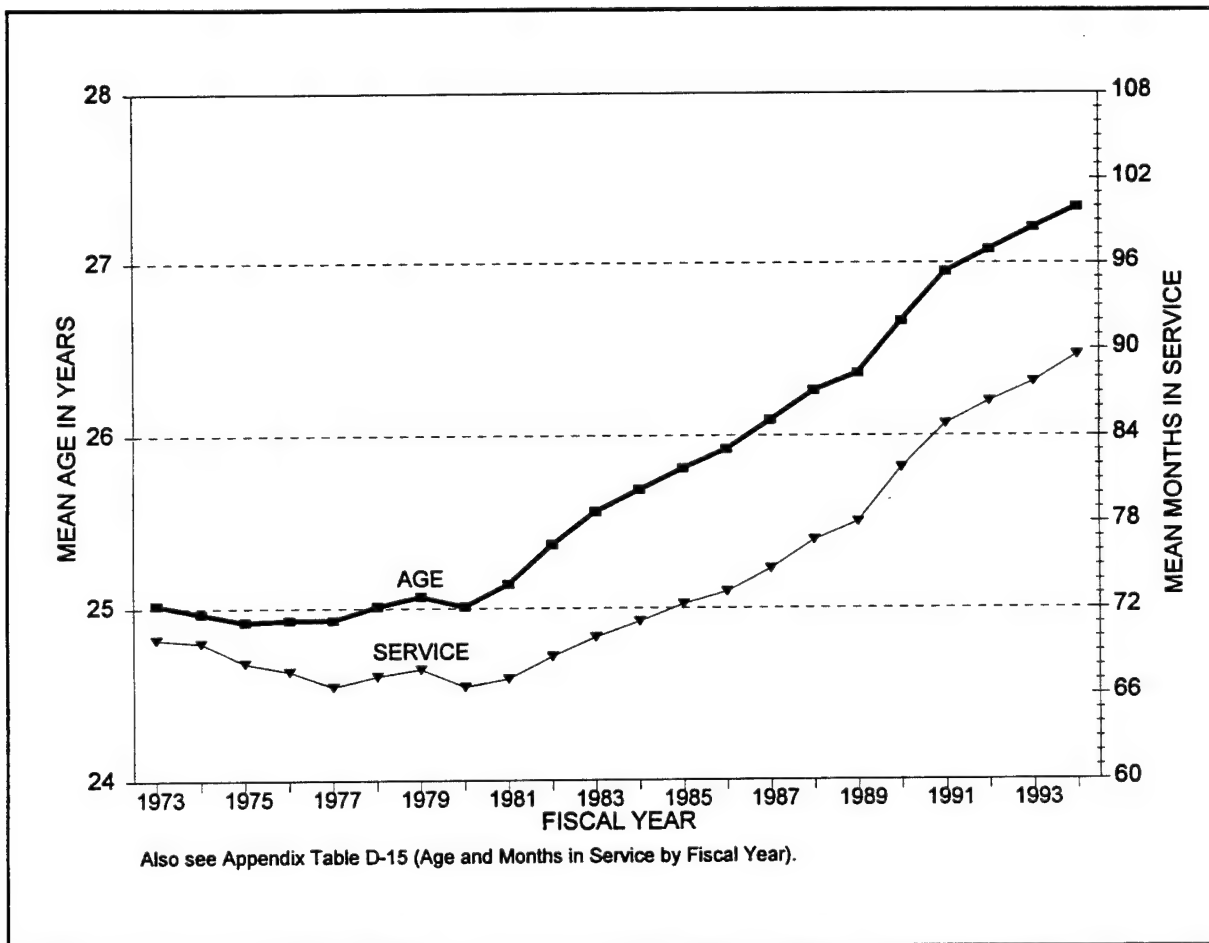


Figure 3.2. Active Component enlisted force average age and months in service, FYs 1973-1994.

Force structure, retention, and personnel policies govern the distribution of Servicemembers by occupation and grade. These factors have resulted in an overall DoD force profile wherein approximately half the force (51 percent) has less than 6 years of service, with

slightly less than half (45 percent) having 6 to 19 years, and 4 percent having more than 20 years.² Service differences primarily are the result of retention trends as well as the force structure and personnel requirements needed to support Service-unique roles and missions. Thus, time in service and age data should be interpreted cautiously.

In FY 1994, 44 percent of the enlisted force was 17-24 years old and 1 percent was older than 44, as shown in Table 3.1. For those who make the military a career, the 20-year retirement option results in many leaving service while in their late 30s and early 40s. In the Army, Navy, and Marine Corps, a large proportion of the enlisted force was under age 25 (45, 44, and 66 percent, respectively). Air Force members were the "oldest" with less than 34 percent under age 25, and more than 7 percent over 39. The Air Force traditionally has older accessions and higher retention rates.

Table 3.1. FY 1994 Age of Active Component Enlisted Members, by Service, and Civilian Labor Force 17 Years and Older (Percent)						
Age	Army	Navy	Marine Corps	Air Force	DoD	Civilian Labor Force
17-19	7.8	9.2	16.4	5.7	8.7	4.4
20-24	37.1	35.0	49.3	27.8	35.6	10.7
25-29	22.0	20.9	14.5	22.4	20.9	12.3
30-34	15.6	17.2	10.1	21.5	16.9	14.1
35-39	11.8	11.9	7.0	15.5	12.2	14.3
40-44	4.4	4.6	2.1	6.0	4.6	13.1
45-49	1.1	1.2	0.6	1.0	1.0	11.0
50+	0.2	0.1	0.1	0.1	0.1	20.0
Unknown	0.1	*	*	0.0	*	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.						
* Less than one-tenth of one percent.						
Also see Appendix Table B-13 (Active Component by Age, Service, and Gender).						
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1994.						

While nearly half of the enlisted force was 17-24, less than one-sixth of the civilian labor force fell in this range. At the other end of the distribution, one-fifth of the civilian labor force was 50 years old or older, compared with less than one percent of enlisted members.

² See Timenes, N., Jr., *Force Reductions and Restructuring in the United States*, presented to NATO Seminar on Defense Policy and Management, Brussels, Belgium, July 2, 1992. The derived force was based on the distribution by years of service from FY 1987 through FY 1989--a period of stable funding.

Race/ethnicity. The military attracts and retains higher proportions of Blacks and "Other" minority groups but lower proportions of Hispanics than are in the civilian labor force. As Table 3.2 indicates, the overall proportion of enlisted minorities was higher than in the civilian labor force in FY 1994 (32 and 26 percent, respectively). However, Hispanics were underrepresented among enlisted members (6 percent versus 11 percent).

Table 3.2. FY 1994 Race/Ethnicity of Active Component Enlisted Members, by Service, and Civilian Labor Force 18-44 Years Old (Percent)						
Race/ Ethnicity	Army	Navy	Marine Corps	Air Force	DoD	18-44 Year-Old Civilians
White	58.8	69.0	70.1	76.6	67.7	74.3
Black	30.3	18.0	17.3	16.8	21.8	11.8
Hispanic	5.3	7.1	9.2	3.9	6.0	10.6
Other	5.5	5.7	3.5	2.7	4.6	3.3
Total	100.0	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. Also see Appendix Tables B-15 (Race/Ethnicity by Service and Gender) and B-18 (Ethnicity by Service and Education). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1994.						

Twenty-two percent of the enlisted force was Black, compared with 12 percent of the civilian labor force (18-44 year-olds). This near 2:1 ratio for Black members was higher than for FY 1994 accessions, primarily because retention was higher among minorities than Whites. The Army had the highest proportion of Black enlisted members in FY 1994 (30 percent).

Changes over time in the percentage of Black enlisted members in each Service are shown in Figure 3.3. Black soldiers in the Army increased from 18 percent in FY 1973 to a high of 33 percent in FY 1981. That proportion decreased to 30 percent by the mid-1980s, in large part due to an increase in entrance standards and the Army's decision not to renew enlistment contracts of low-scoring members who entered during the ASVAB misnorming. The proportion of Blacks in the Army has remained stable since 1983 at 30 to 32 percent.

The Marines and the Air Force show similar patterns. Slight decreases in recent years parallel the drop in minority accessions over the last three years and the concomitant decrease in the propensity to enlist among Black youth. Black male propensity has declined 22 percentage points since 1989.³ The Navy, on the other hand, has exhibited a consistent long-term increase in the proportion of Blacks, from 8 percent in FY 1973 to its current 18 percent. In all Services, the percentage of female members who are black significantly exceeds the percentage of male members who are black.

³ Memorandum from F. Pang, Assistant Secretary of Defense (Force Management Policy), Subject: 1994 Youth Attitude Tracking Study, February 22, 1995.

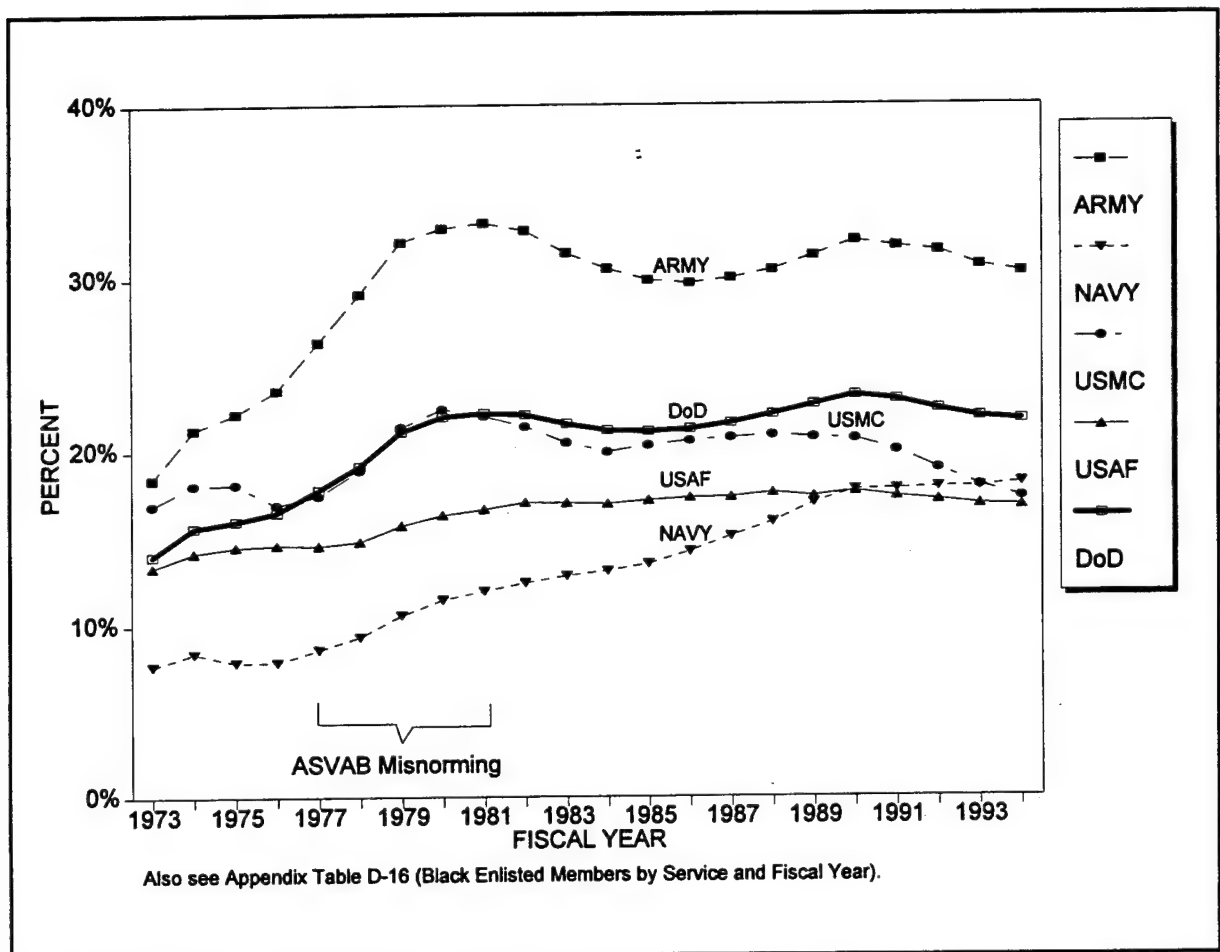


Figure 3.3. Blacks as a percentage of Active Component enlisted members, by Service, FYs 1973-1994.

In FY 1994, active duty Hispanic enlisted members were a smaller part of the enlisted force than of the civilian labor force in the 18-44 age group. Six percent of Servicemembers were Hispanic, compared to 11 percent of the civilian labor force. The highest representation of Hispanics was in the Marine Corps (9 percent). The proportions of "Other" minority individuals in the Army and Navy were similar (nearly 6 percent), while the Air Force and Marine Corps had somewhat less (3 and 4 percent, respectively).

Gender. Trends in the percentage of enlisted women since 1973 are shown in Figure 3.4 (Appendix Table D-18 provides numerical data). Four factors affect the proportion of enlisted female members. First, women have a lower inclination to enlist than men do⁴; only 13 percent

⁴ *Youth Attitude Tracking Study 1991: Propensity and Advertising Report* (Arlington, VA: Defense Manpower Data Center, 1993), pp. 3-1 - 3-11.

of females age 16-21 planned to enlist in 1994 compared to 26 percent of males age 16-21.⁵ Second, combat exclusion policies restrict the positions and skills in which women may serve. However, as directed by former Secretary of Defense Les Aspin, the Services have opened more positions for women. Since transitioning to a gender-neutral recruiting program, the Air Force has increased its proportion of women recruits, from 20 percent in FY 1990 to 24 percent in FY 1994. The Navy, now employing gender-neutral recruiting, has increased its proportion of women accessions – 17 percent in FY 1994 compared to 13 percent in FY 1993. Third, the military personnel system is a "closed" system. Growth must come from within, and from the bottom up; lateral entries play no significant role. Consequently, the gender structure of the career force is shaped primarily by the proportion of females recruited. Fourth, women leave the Services at a higher rate than men. Thus, the percentage of women in the military will not change much from current levels unless there are significant increases in female recruiting or retention.

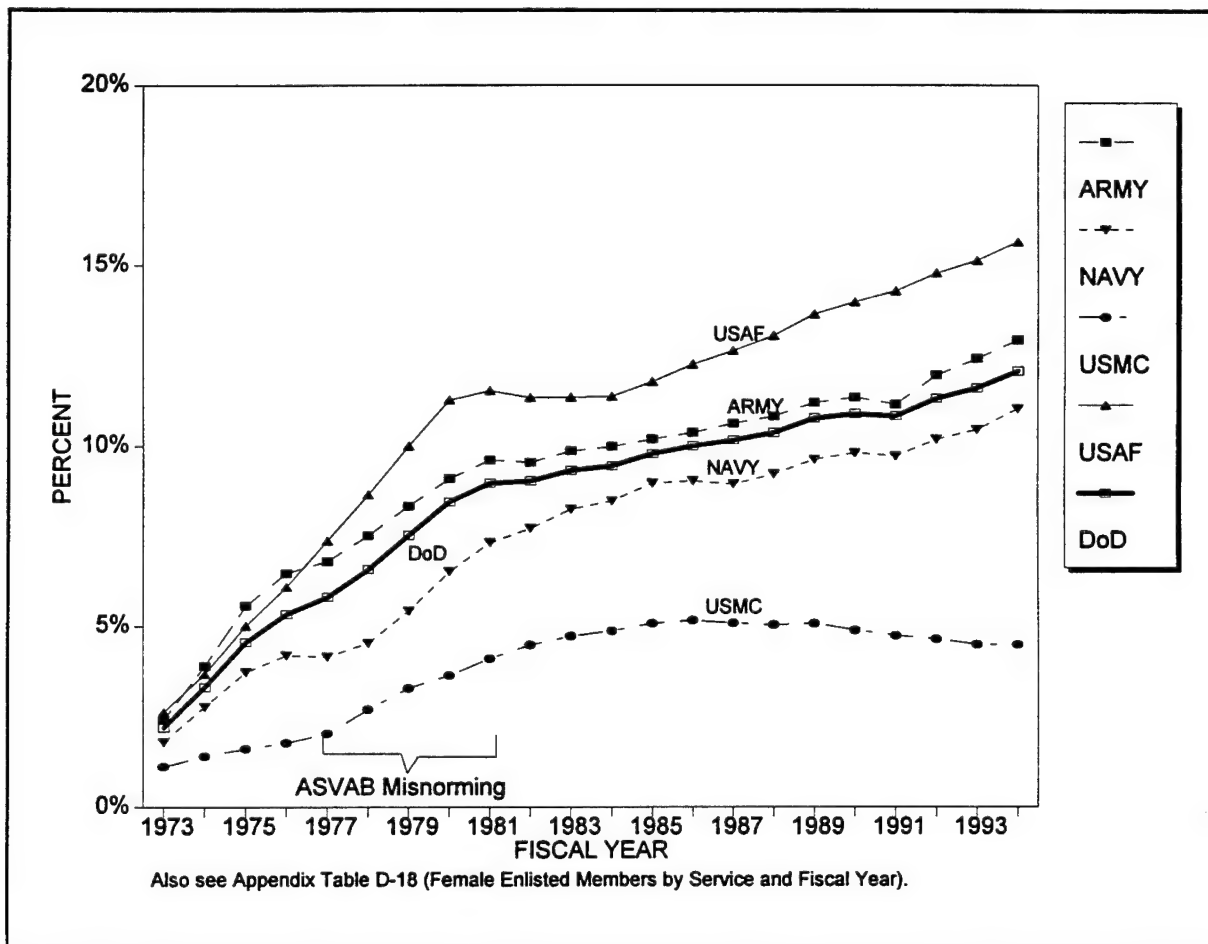


Figure 3.4. Women as a percentage of Active Component enlisted members, by Service, FYs 1973-1994.

⁵ Memorandum from F. Pang, Assistant Secretary of Defense (Force Management Policy), Subject: 1994 Youth Attitude Tracking Study, February 22, 1995.

The increase in women in the military since FY 1972 brought about significant changes across all aspects of personnel management: in training programs and physical fitness regimens, in assignments, in living arrangements, and in medical services. It also created new administrative issues regarding pregnancy, the proportion of single parents in the military, child care arrangements during peacetime and deployment, and dual-service marriages (where husband and wife both serve in uniform).

As a result of recent policy changes,⁶ almost 260,000 additional positions are open to women. More than 90 percent of the career fields are now open to women: 91 percent in the Army, 96 percent in the Navy, 93 percent in the Marine Corps, and 99 percent in the Air Force.⁷ Current Secretary of Defense William Perry supports the new policies on the assignment of women:

In our review of the assignment of women, our overarching goal has been to maintain a high quality, ready and effective force. By increasing the number of units and positions to which women can be assigned, the Military Services gain greater flexibility in the development and use of human resources. With this flexibility, the Services can expand their recruiting base, making it easier to find high quality people, and ensure that the best qualified person is assigned to each position.⁸

Gradual increases in the proportion of women in the military underscore the Services' commitment to recruit and retain women.

As shown in Table 3.3, the Air Force has the highest proportion of enlisted women on active duty (16 percent), while the Marine Corps has the lowest (5 percent). Percentages in the Army and Navy are 13 and 11 percent, respectively. The differences are primarily a function of the proportion of combat and combat-related positions closed to women in each Service. Overall, the proportion of enlisted women has slightly increased over the past three years, from 10.8 to 12.1 percent from FY 1991 to FY 1994 (Appendix Table D-18).

Marital status. Trends in marital status of active duty members are shown in Figure 3.5. The proportion of married enlisted members declined from FY 1977 (50 percent) to FY 1980 (47 percent). In FY 1981 the proportion began to increase, and in FY 1994 it was 57 percent. Marital status varies by Service. Air Force members are most likely to be married (67 percent in 1994), while Marines are least likely to marry (45 percent).

⁶ Former Secretary of Defense Les Aspin directed the Services to open more specialties and assignments to women. Aircraft, including those engaged in combat missions, and Navy ships (where possible) were opened to qualified women. A direct ground combat rule--restricting women from direct combat on the ground--replaced the Risk Rule and was adopted effective October 1, 1994.

⁷ News release from Office of the Assistant Secretary of Defense (Public Affairs), *Secretary of Defense Perry Approves Plans to Open New Jobs for Women in the Military*, July 29, 1994.

⁸ Memorandum from William Perry, Secretary of Defense, Subject: Application of the Definition of Direct Ground Combat and Assignment Rule, July 28, 1994.

Table 3.3. FY 1994 Gender of Active Component Enlisted Members, by Service, and Civilian Labor Force 18-44 Years Old (Percent)						
Gender	Army	Navy	Marine Corps	Air Force	DoD	18-44 Year-Old Civilians
Male	87.1	89.0	95.5	84.3	87.9	53.9
Female	12.9	11.0	4.5	15.7	12.1	46.1
Total	100.0	100.0	100.0	100.0	100.0	100.0

Also see Appendix Table B-13 (Age by Service and Gender).
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1994.

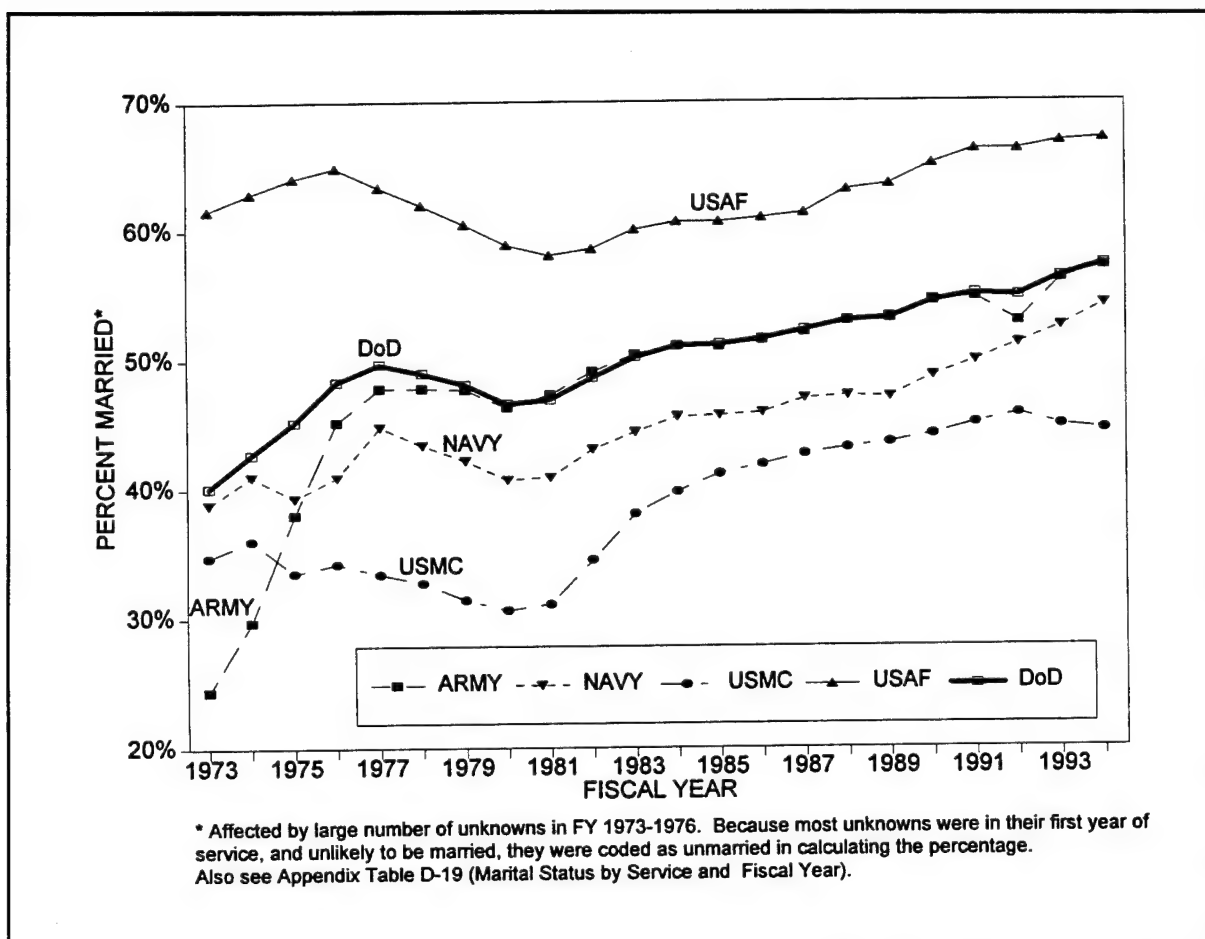


Figure 3.5. Percentage of married members by Service, FYs 1973-1994.

The percentages of FY 1994 Active Component enlisted married males and females are shown by Service in Table 3.4. Proportionally, more Servicemen were married than Servicewomen (59 and 49 percent, respectively), while the percentages for civilian men and women were nearly identical (55 versus 54 percent, respectively). The proportion of married

Servicemen was slightly higher than married 18- to 44-year-old men in the civilian population (59 and 55 percent, respectively). The proportion of married Servicewomen was lower than that of women in the comparable civilian population (49 and 54 percent, respectively).

Table 3.4. FY 1994 Active Component Enlisted Members Who Were Married, by Gender and Service, and Civilian Labor Force 18-44 Years Old (Percent)						
Gender	Army	Navy	Marine Corps	Air Force	DoD	18-44 Year-Old Civilians
Male	58.4	55.8	44.7	69.2	58.5	55.4
Female	48.8	41.6	42.4	55.6	48.8	54.4
Total	57.2	54.3	44.6	67.1	57.4	54.9
Also see Appendix Table B-14 (Age by Marital Status and Gender). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1994.						

The percentage of married military women has changed significantly since FY 1973.⁹ In that year, 18 percent of military women were married, increasing to 36 percent in FY 1978, 41 percent in FY 1983, and 49 percent in FY 1994. Twenty years ago, because of legal restrictions, women constituted less than 2 percent of military members. Military women were not expected to be married; retention directives implicitly encouraged separation of married enlisted women, with clauses for mandatory separation of women having a child.

During and after the Gulf War, questions were raised regarding the deployment of both parents in a dual-service marriage (i.e., a marriage wherein both husband and wife are military members). The proportion of members in each Service who are married and the proportion of those married who are members of a dual-service marriage are shown in Table 3.5. Larger proportions of men than women are married, but significantly greater proportions of women are members of dual-service marriages (50 percent versus 6 percent). The Marine Corps has the greatest variance, with 4 percent of married men but 61 percent of married women in dual-service marriages. Proportionally, more Air Force personnel are members of dual-service marriages (15 percent).

Education. The majority of the enlisted force have high school diplomas (96 percent), as indicated in Table 3.6. In FY 1994, 99 percent of female Servicemembers and 95 percent of male enlisted personnel were high school diploma graduates (Tier 1). There were fewer high school dropouts in the military than in the civilian labor force (1 versus 11 percent), and fewer people with college experience (24 versus 55 percent). This latter comparison is misleading because enlisted occupations are generally comparable to civilian occupations that do not require college degrees. Most military members with college degrees are officers (94 percent of officers

⁹ Department of Defense, *Population Representation in the Military Services: Fiscal Year 1989* (Washington, DC: Office of the Assistant Secretary of Defense [Force Management and Personnel], July 1990).

have undergraduate or advanced degrees). The education levels of the officer corps are discussed in Chapter 4.

Table 3.5. FY 1994 Active Component Enlisted Personnel Who Were Married, and in Dual-Service Marriages, by Gender and Service (Number and Percent)					
Gender	End-Strength	Married		Married Who Were In Dual-Service Marriages	
		Number	Percent	Number*	Percent**
ARMY					
Male	392,965	229,572	58.4	16,721	7.3
Female	58,395	28,510	48.8	14,067	49.3
Total	451,360	258,082	57.2	30,788	11.9
NAVY					
Male	357,327	199,461	55.8	7,777	3.9
Female	44,339	18,461	41.6	6,124	33.2
Total	401,666	217,922	54.3	13,901	6.4
MARINE CORPS					
Male	149,309	66,700	44.7	2,670	4.0
Female	7,029	2,979	42.4	1,825	61.3
Total	156,338	69,679	44.6	4,495	6.5
AIR FORCE					
Male	287,884	199,345	69.2	16,904	8.5
Female	53,433	29,731	55.6	17,013	57.2
Total	341,317	229,076	67.1	33,917	14.8
DoD					
Male	1,187,485	695,078	58.5	44,072	6.3
Female	163,196	79,681	48.8	39,029	50.0
Total	1,350,681	774,759	57.4	83,101	10.7
* There are some differences between the number of males and females reporting dual-service marriages.					
** These percentages reflect the proportion of married enlisted members who are married to a Servicemember. For example, 16,721 male Army enlisted personnel are in dual-service marriages. That is, 7.3 percent of married male Army enlistees (229,572) are in dual-service marriages.					

Table 3.6. FY 1994 Education of Active Component Enlisted Members, by Service, and Civilian Labor Force 18-44 Years Old (Percent)						
Education Level	Army	Navy	Marine Corps	Air Force	DoD	18-44 Year-Old Civilians*
Tier 1: Regular High School Graduate or Higher	95.0	93.3	94.6	99.8	95.7	89.0
Tier 2: GED, Alternative Credentials	4.6	4.1	5.3	0.2	3.4	
Tier 3: No Credentials	0.4	2.6	0.1	**	0.9	11.0
Total	100.0	100.0	100.0	100.0	100.0	100.0
College Experience (Part of Tier 1) ¹	9.3	4.2	2.6	78.3	24.4	54.7
<p>* Civilian percentages combine Tiers 1 and 2.</p> <p>** Less than one-tenth of one percent.</p> <p>¹ Military data represent only enlisted members. Officers, who usually have college degrees, are not included. See Chapter 5 for a discussion of officers.</p> <p>Also see Appendix Tables B-17 (Education by Service and Gender) and B-18 (Education by Service and Race/Ethnicity).</p> <p>Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1994.</p>						

The Army, Navy, and Marine Corps had roughly the same proportion of high school graduate enlisted members in FY 1994, ranging from 93 to 95 percent. Almost all Air Force members held diplomas (99+ percent). The Navy had the largest proportion with alternative and no credentials (7 percent), while the Air Force had the smallest (less than half of one percent). Because of the way in which its forces are deployed, Air Force members can more readily schedule and attend off-duty education programs. As a result, more than three-fourths of Air Force members have some college experience¹⁰ — much more than in the other Services (3, 4, and 9 percent, for the Marine Corps, Navy, and Army).

The Services encourage members to continue their education while in the military. In-service tuition assistance programs pay 75 percent of tuition costs. Members also can use the Montgomery GI Bill to cover most or all of the cost of off-duty college and technical courses. The investment in continuing education is a sound one. Enlisted personnel who used tuition assistance had higher promotion rates and stayed in the service longer than those who did not.¹¹

¹⁰ Due to Service coding differences, Air Force college experience data were underrepresented in previous *Population Representation* reports. The FY 1994 Air Force college experience data reflect a coding change.

¹¹ See Boesel, D. and Johnson, K., *The DoD Tuition Assistance Program: Participation and Outcomes* (Arlington, VA: Defense Manpower Data Center, May 1988).

Representation within occupations. The percentages of enlisted personnel by occupational area in FY 1994 are shown in Table 3.7. No shifts in the occupational distribution of the force occurred during that year. Occupations such as infantry and related specialties, craftsmen, and service and supply handling, which tend to have relatively lower AFQT score requirements, include less than one-third of enlisted personnel (30 percent). Many enlisted members (43 percent) are in jobs requiring mid-level skills, including medical and dental specialties, functional support and administration, and electrical/mechanical equipment repair. The high-skilled and high-tech areas -- electronic equipment repair, communications and intelligence specialists, and other allied specialists -- make up about one quarter (22 percent) of the force.

Table 3.7. FY 1994 Occupational Areas of Active Component Enlisted Personnel Within Gender (Percent)				
Occupational Code and Area		Males	Females	Total DoD
0	Infantry, Gun Crews, and Seamanship Specialists	18.3	5.4	16.7
1	Electronic Equipment Repairers	10.4	5.6	9.8
2	Communications and Intelligence Specialists	9.2	9.7	9.2
3	Medical and Dental Specialists	5.3	15.1	6.5
4	Other Allied Specialists	2.5	2.4	2.5
5	Functional Support and Administration	13.7	33.7	16.1
6	Electrical/Mechanical Equipment Repairers	21.6	8.5	20.0
7	Craftsmen	4.4	2.2	4.1
8	Service and Supply Handlers	8.6	10.0	8.8
9	Non-occupational*	6.1	7.4	6.2
Total		100.0	100.0	100.0
Columns may not add to total due to rounding.				
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.				
See Appendix Tables B-19 (Occupational Area by Service and Gender) and B-20 (Occupational Area by Service and Race/Ethnicity).				

The assignment of enlisted personnel to military occupations depends on eligibility (determined by ASVAB scores and sometimes other tests or requirements), individual preference, and the availability of openings. As part of the occupational classification process, the military uses aptitude composites made up of ASVAB subtest scores related to occupations. The composites vary by Service, and are developed empirically to predict the probability of training success.

Men tend to score higher than women on the ASVAB subtests in the mechanical and electronics composites, while women tend to do better on administrative measures. On average, Whites have higher test scores than non-Black minorities, who in turn have higher scores than

Blacks. Within each demographic group, there is wide variation in ASVAB subtest scores, and most recruits qualify for a number of occupations. The recruits' preferences and the availability of openings for which they are qualified determine the occupations to which individuals are assigned.

Representation of women within occupations. The major shift that has occurred in assignment patterns for women in the last two decades has been to increase their presence in "non-traditional" jobs. In the early 1970s, most enlisted women (88 percent) were in two occupational areas: functional support and administration, and medical/dental.¹² By FY 1994, 34 and 15 percent, respectively, served in these occupations. Viewed another way, approximately 12 percent of enlisted women in the 1970s served in areas considered "non-traditional" (gun crews, communications, craftsmen, etc.), and in FY 1994 more than half of all Servicewomen were in these occupations (51 percent).

The proportion of women in combat-related occupational areas (infantry, gun crews, and seamanship) increased one percentage point from FY 1993 to FY 1994 (4.5 to 5.4 percent). Congress' repeal of the combat exclusion law on Navy ships may alter the occupational distribution of Servicewomen in the years to come. However, the first women assigned to a combat ship, the aircraft carrier USS Eisenhower, arrived in March 1994.¹³ Thus, the effect of the new policy probably won't be reflected in data until FY 1995, the first full year under the new assignments, or later.

The gender differences that still exist are illustrated in Table 3.7. In FY 1994, the percentage of women in functional support and administration as well as medical and dental occupations was nearly three times that of men. Although the percentages of women in the technical and craftsmen occupations are greater now than when women first joined the military, men account for the preponderance of Servicemembers in these areas.

Representation of minorities within occupations. In FY 1994, the proportions of Blacks and Whites were similar in five of the nine occupational areas -- infantry, communications and intelligence specialists, medical and dental specialists, other allied specialists, and craftsmen (Table 3.8). In two areas -- electronic equipment repair and electrical/mechanical equipment repair -- the proportion of Whites was substantially higher. Blacks were more heavily represented in the functional support and administration area and, to a lesser extent, the service and supply area. As seen in Table 3.8, in FY 1994, 19 percent of Hispanic enlisted personnel are in combat skills, the highest proportion for any racial/ethnic group.

¹² Department of Defense, *Population Representation in the Military Services: Fiscal Year 1993* (Washington, DC: Office of the Assistant Secretary of Defense [Force Management Policy], November 1994), p. 4-13.

¹³ Graham, B., "Coping on a Coed Carrier," *The Washington Post* (June 27, 1994), pp. A1, A9.

Table 3.8. FY 1994 Occupational Areas of Active Component Enlisted Personnel by Race/Ethnicity (Percent)

Occupational Code and Area		White	Black	Hispanic	Other
0	Infantry, Gun Crews, and Seamanship Specialists	17.0	15.6	18.6	16.2
1	Electronic Equipment Repairers	11.4	6.1	8.3	6.0
2	Communications and Intelligence Specialists	9.6	9.1	7.8	6.0
3	Medical and Dental Specialists	5.9	7.4	7.3	9.8
4	Other Allied Specialists	2.7	2.1	1.9	1.9
5	Functional Support and Administration	12.8	25.2	17.4	20.2
6	Electrical/Mechanical Equipment Repairers	21.7	14.9	18.6	21.2
7	Craftsmen	4.5	3.1	3.7	3.9
8	Service and Supply Handlers	7.8	11.7	8.2	10.1
9	Non-occupational*	6.6	4.7	8.2	4.7
Total		100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Also see Appendix Tables B-19 (Occupational Area by Service and Gender) and B-20 (Occupational Area by Service and Race/Ethnicity).

Chapter 4

ACTIVE COMPONENT COMMISSIONED OFFICERS

Among the mistaken impressions and laments regarding the characteristics of military personnel is that those with college experience, including college graduates, are absent. Data from a previous chapter on enlisted accessions show relatively few with educational experience and credentials beyond a high school diploma. Though there is no draft to draw the college-educated into the enlisted ranks in appreciable numbers, the officer corps almost exclusively comprises college graduates. Thus it is only by looking at the entire force, including its professionals, technicians, managers, administrators, leaders, and commanders, that we gain an appreciation for and understanding of representation levels for the college-educated.

This chapter describes demographic and social characteristics of Active Component officer accessions and the commissioned officer corps in FY 1994.¹ Also highlighted are longitudinal changes among officers. Figure 4.1 illustrates the trend in Active Component officer strength by Service over the last two decades. Supporting data are provided in Appendix Table D-24.

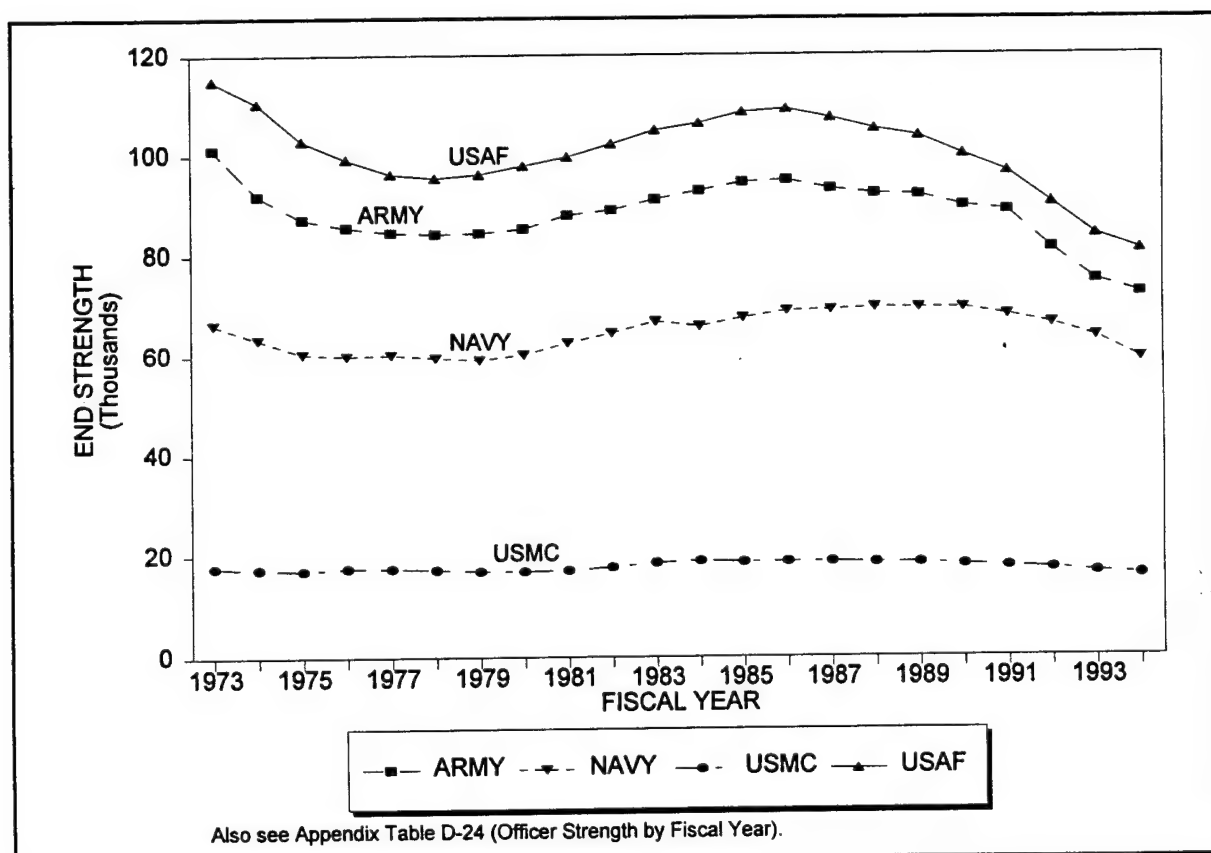


Figure 4.1. Active Component officer end-strength, FYs 1973-1994.

¹ Data are for commissioned officers; warrant officers are excluded for the most part. A brief sketch of warrant officers is presented at the end of the present chapter.

Across Services, active duty officer strength declined by about 4 percent compared to FY 1993. That is, about 11,000 fewer officers were on board at the end of FY 1994 than at the beginning, for a total end-strength of 229,000.

Whereas officer end-strength declined, more officers were commissioned in FY 1994 (almost 16,000 received their commissions) than in the preceding year (see Figure 4.2.). Across Services, there were 6 percent more officer accessions. This was particularly notable for the Marine Corps and the Army with increases of 17 and 12 percent, respectively, in officer accessions over FY 1993. Thus, fine tuning seems to be going on in the officer corps as the drawdown nears completion. Such adjustments in officer accession levels have been common over the past 20 years.

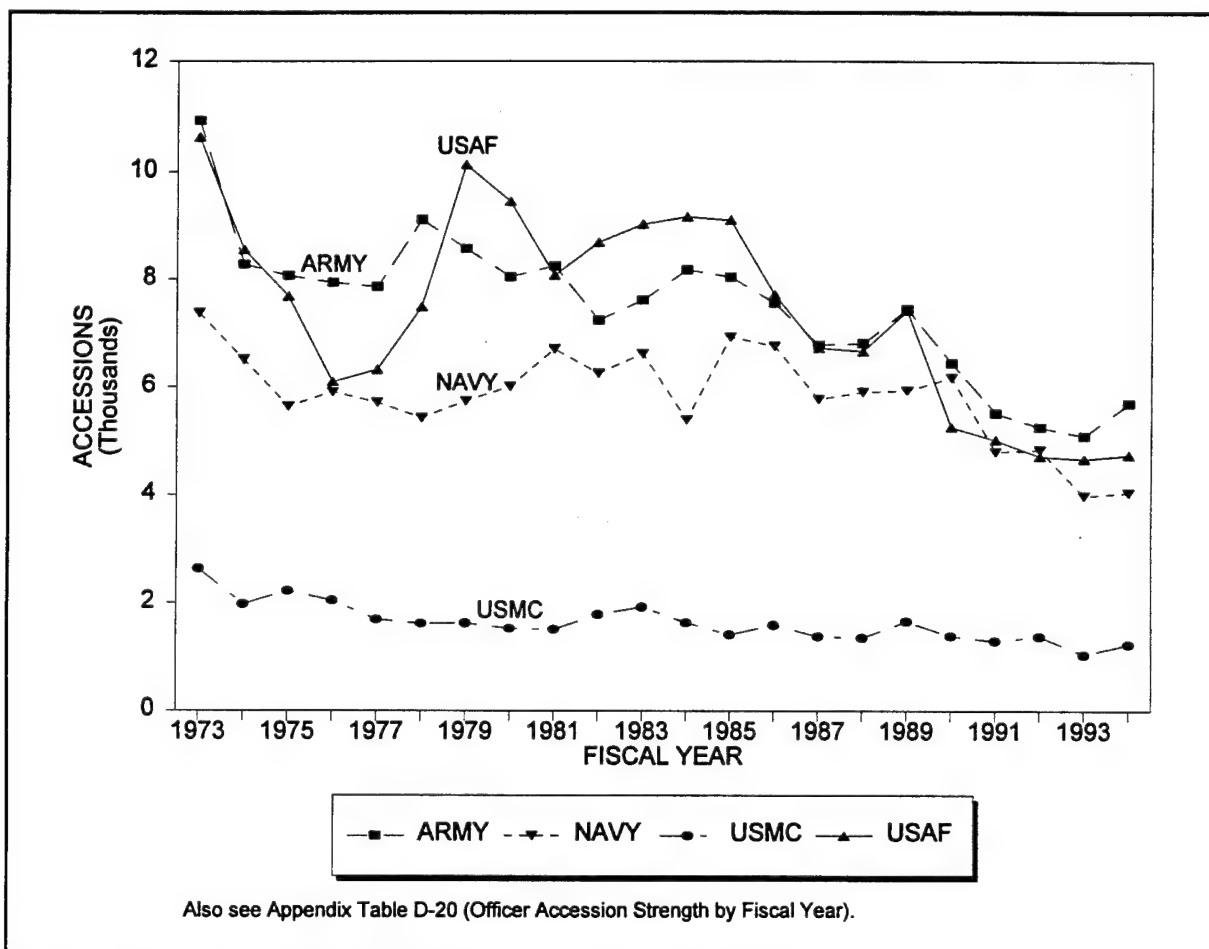


Figure 4.2. Active Component officer accessions, FYs 1973-1994.

Characteristics of Active Component Officers

Table 4.1 shows the number and percentage of FY 1994 Active Component officer accessions and officers by Service. Though the Army is the largest Service, in terms of overall personnel, the Air Force claims the highest officer content. Perhaps owing to the increased

reliance on rapid aviation forces piloted and navigated by officers, and the management thereof, the Air Force stood at 81,000 active duty officers in contrast to the Army's 72,000.

Table 4.1. FY 1994 Active Component Officer Accessions and Officer Corps (Number and Percent) ¹				
Service	Active Component Officer Accessions		Active Component Officer Corps	
	Number	Percent	Number	Percent
Army	5,703	36.3	72,410	31.7
Navy	4,051	25.7	59,265	25.9
Marine Corps	1,221	7.8	16,003	7.0
Air Force	4,755	30.2	81,004	35.4
Total	15,730	100.0	228,682	100.0
¹ End strength reflects commissioned officers only (it excludes warrant officers). Also see Appendix Table B-21 (Age by Service).				

As has been demonstrated in previous years, the accession proportions for the Army and Air Force are somewhat inconsistent with Active Component strengths. The Army accounts for about 32 percent of Active Component officers (3 percentage points less than the Air Force), yet this Service totaled 36 percent of officer accessions (6 percentage points more than the Air Force). Unfortunately, the drawdown clouds the interpretation of such a subtle phenomenon. Among the possible explanations are that the Army and Air Force may be following different drawdown management strategies and/or higher retention reduces Air Force accession needs.

Source of Commission. The criteria for the selection of officers include age, citizenship, physical fitness, moral character, education, and cognitive ability. In addition, academic and personal background characteristics are evaluated. Given that officers form the military's managerial and professional echelons, education and aptitude standards are quite stringent because of the high investment in officer education and training and because of the roles and responsibilities they must undertake.²

With few exceptions, a four-year college degree is a prime requirement for commissioning. Not only are college graduates amply represented in the officer corps, but most receive lucrative financial assistance from the military as well as a top-rate education through various commissioning programs designed to provide academic, military, and physical training and comportment. The primary pathways to receiving a commission as a second lieutenant or an ensign are the Service Academies, Reserve Officers Training Corps (ROTC), Officer Candidate/Training Schools (OCS/OTS), and Direct Commissioning.

² See Eitelberg, M.J., Laurence, J.H., and Brown, D.C., "Becoming Brass: Issues in the Testing, Recruiting, and Selection of American Military Officers," in B.R. Gifford and L.C. Wing (Eds.), *Test Policy in Defense: Lessons from the Military for Education, Training, and Employment* (Boston, MA: Kluwer Academic Publishers, 1991).

The United States Military Academy (USMA), the United States Naval Academy (USNA), and the United States Air Force Academy (USAFA) each offer room, board, medical and dental care, salary, and tuition throughout a four-year undergraduate program of instruction leading to a Bachelor of Science Degree.³ Located at numerous undergraduate colleges and universities throughout the country, ROTC has both scholarship and non-scholarship commissioning programs.⁴ OCS/OTS exists as a rather quick commissioning source for college graduates who have not received military training nor indoctrination as part of their undergraduate education. This source also provides a means for enlisted personnel to earn a commission.

Direct commissions, with a minimum of military training, are offered to professionals in fields such as law, medicine, and the ministry. Because of their advanced degrees, officers directly appointed may be commissioned at ranks higher than the customary second lieutenant or ensign. There are other specialized commissioning sources that together with the main pathways ensure that the Services have access to a number of different pools of college-educated personnel with diverse skills.

Table 4.2 highlights the flexibility afforded officer procurement by the alternative commissioning programs. The largest proportion of FY 1994 officer accessions (40 percent) came through ROTC programs—and most were recipients of a college scholarship. Direct appointments and academy graduates each accounted for 19 percent of incoming officers. OCS/OTS produced about 15 percent of FY 1994 Active Component commissions.

There were Service differences in reliance on the various sources that would appear to be in keeping with their particular missions and emphases. For example, around one-quarter of both Navy and Air Force officers were directly appointed in FY 1994. These relatively large percentages suggest a greater need for medical and other professionals within these Services. In fact, the Navy provides the Marine Corps with medical and religious services, thus increasing the Navy's need for direct commissions and concomitantly lowering the Marine Corps' reliance on such officers. The Marine Corps was unique in that over one-half (54 percent) of its newly commissioned officers came through fast OCS-type pipelines.

Among all officers on active duty, ROTC was again the primary origin (40 percent); however, initial scholarship recipients were less abundant than those who had not received a scholarship. Also in contrast to accession patterns, OCS/OTS graduates accounted for a greater percentage of officers than did those with an academy background (20 vs. 17 percent). Again, there were differences in the source distributions of accessions and the officer corps, with some Services showing less congruency than others. These trends are probably influenced by differing retention rates and historical fluctuations in officer recruiting needs.

³ There is no separate Marine Corps academy, but a percentage of each Naval Academy graduating class pledges to become a Marine Corps officer.

⁴ Non-scholarship ROTC is not without benefits, such as a subsistence allowance upon progression to advanced training.

Table 4.2. FY 1994 Source of Commission of Active Component Officer Accessions and Active Component Officer Corps, by Service (Percent)					
Source of Commission	Army	Navy	Marine Corps	Air Force	DoD
ACTIVE COMPONENT OFFICER ACCESSIONS					
Academy	18.1	19.0	15.8	21.0	19.0
ROTC - Scholarship	30.8	25.4	17.1	23.3	26.1
ROTC - No Scholarship	26.1	2.3	0.0	14.4	14.4
OCS/OTS	9.2	12.1	53.8	14.4	15.0
Direct Appointment	14.8	25.3	0.2	24.7	19.4
Other*	0.1	14.9	12.9	2.2	5.5
Unknown	0.9	1.0	0.2	0.0	0.6
Total	100.0	100.0	100.0	100.0	100.0
ACTIVE COMPONENT OFFICER CORPS					
Academy	15.6	18.4	11.4	17.8	16.8
ROTC - Scholarship	15.8	19.9	19.3	19.0	13.8
ROTC - No Scholarship	41.0	2.6	0.0	22.9	26.2
OCS/OTS	9.1	21.0	58.0	22.7	20.4
Direct Appointment	17.9	21.1	0.5	17.4	17.3
Other*	.2	0.6	<.1	<.1	0.2
Unknown	.4	16.3	10.7	0.2	5.2
Total	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.					
* Includes officers trained in one Service and accessed into another (primarily Marine Corps).					
Also see Appendix Tables B-30 and B-31 (Source of Commission by Service and Gender).					

Age. As shown in Table 4.3, officers, on average, tend to be older than enlisted personnel. Mean ages of Active Component officers and enlisted personnel at entry in FY 1994 were 23 and 20, respectively. The mean age of all active officers was 34 years and that of enlisted members was 27 years.

Table 4.3. FY 1994 Mean Age of Active Component Officer Accessions and Officer Corps in Comparison to Enlisted Personnel		
	Officers	Enlisted
Active Component Accessions	23.0	19.8
Active Component Force	33.9	27.3
Also see Appendix Table B-21 (Age by Service).		

Figures 4.3 and 4.4 (together with Appendix Table B-21) highlight the military's emphasis on youth. In particular, Marine Corps officer accessions and members of the officer corps were younger than those in other Services. Less than 2 percent of Marine Corps officers were 30 or older upon entry. The proportion within this age range among the other Services' newly commissioned officers was greater but still notably small. The percentage at or over the age of 30 was 12 percent in the Army, 16 percent in the Air Force, and 23 percent in the Navy.

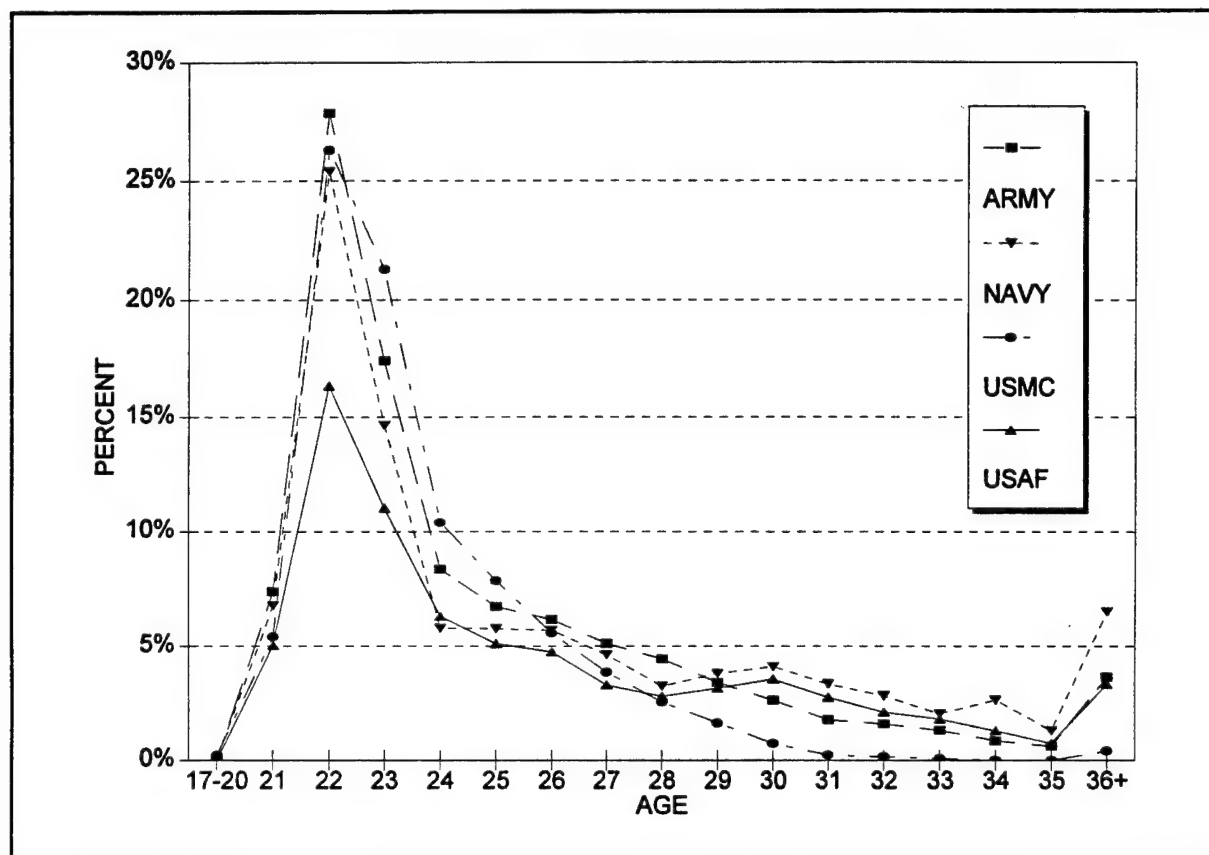


Figure 4.3. Age of FY 1994 Active Component officer accessions, by Service.

Figure 4.5 shows that along with age, there has been a steady increase in the tenure of officers. On average, as of FY 1994, the typical commissioned officer was around 34 years old and had been in uniform for over 10 years.

Race/ethnicity. The percentages of minority officer accessions and active duty officers by Service are shown in Table 4.4. In FY 1994 about 18 percent of entering officers were minorities--Black, Hispanic, and other (e.g., Asian and Pacific Islanders, American Indians, and Alaskan Natives)--contributing to the 13 percent minority officer corps. The most populous minority group--Blacks--were represented at 8 percent of officer accessions and 7 percent of all active duty officers. The Air Force had the smallest proportion of minority officer accessions; however, there were proportionately more "Other" minorities among those newly commissioned in the Air Force in FY 1994. Blacks were more likely to be commissioned and serve in the Army, whereas Hispanics were slightly more numerous in the Marine Corps and Navy.

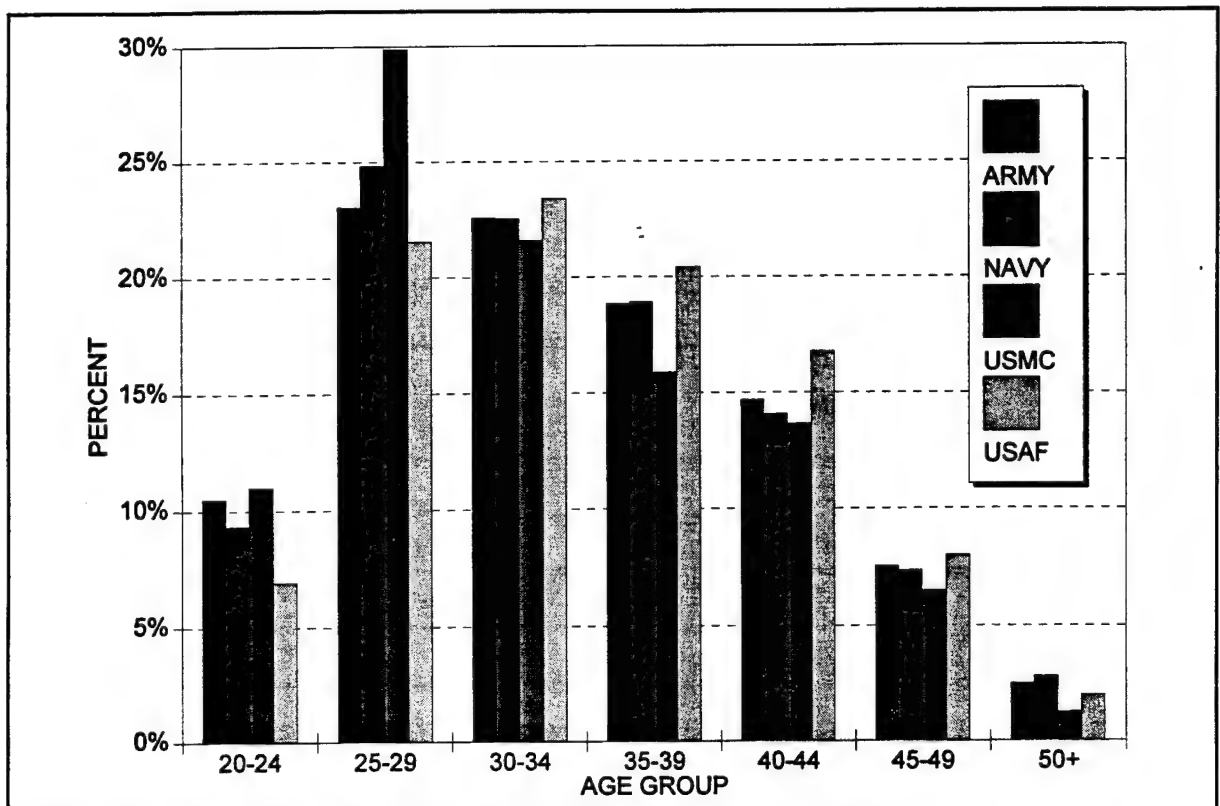


Figure 4.4. Age of FY 1994 Active Component officer corps, by Service.

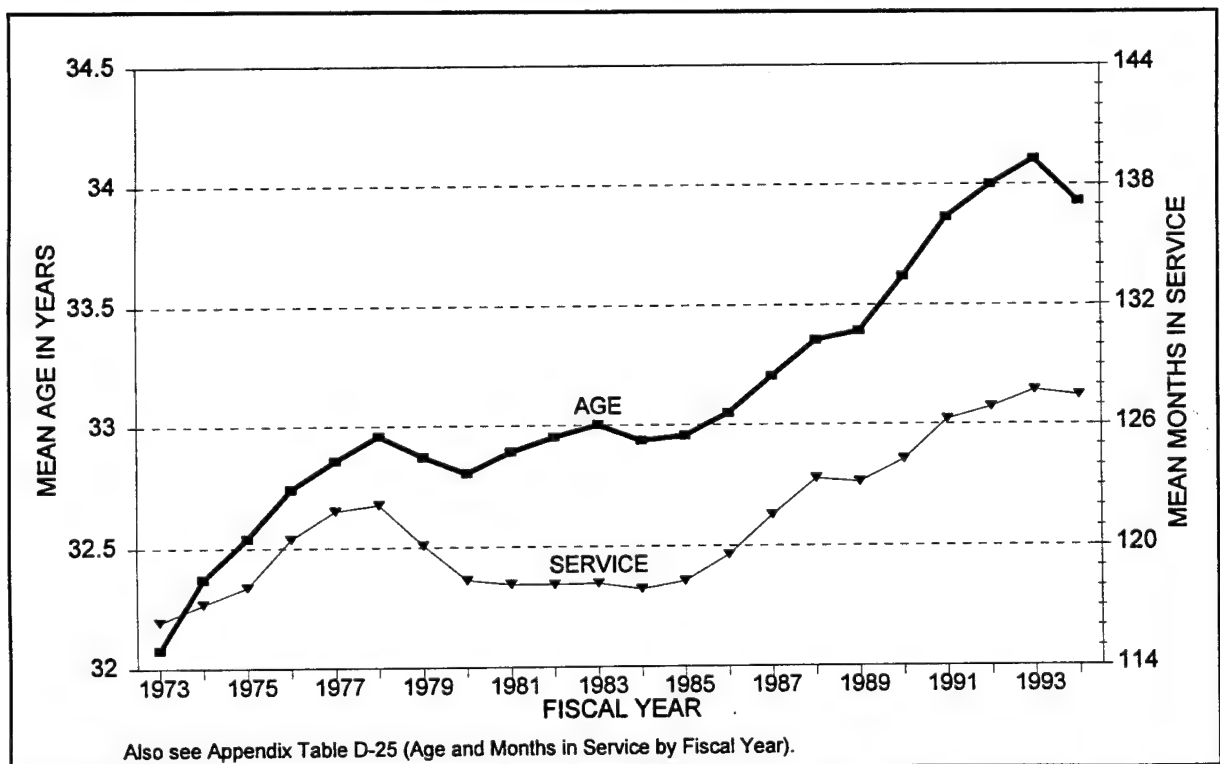


Figure 4.5. Active Component officers' average years of age and months of service, FYs 1973-1994.

Table 4.4. FY 1994 Active Component Minority Officer Accessions and Active Component Minority Officer Corps, by Gender and Service (Percent)					
	Army	Navy	Marine Corps	Air Force	DoD
ACTIVE COMPONENT OFFICER ACCESSIONS					
Black Male	7.4	6.5	7.6	3.2	5.9
Black Female	3.4	1.5	0.3	1.7	2.2
Black Total	10.8	8.1	7.9	4.9	8.1
Hispanic Male	3.3	4.2	4.8	0.6	2.8
Hispanic Female	0.4	0.6	0.3	<.1	0.3
Hispanic Total	3.7	4.8	5.2	0.6	3.2
Other Male	4.2	6.2	3.0	6.9	5.5
Other Female	1.4	1.3	0.3	1.9	1.5
Other Total	5.6	7.5	3.3	8.8	6.9
Total Minority Officer Accessions	20.1	20.4	16.4	14.3	18.2
ACTIVE COMPONENT OFFICER CORPS					
Black Male	8.5	3.8	4.6	4.1	5.4
Black Female	2.8	1.1	0.3	1.6	1.7
Black Total	11.3	4.9	4.9	5.7	7.2
Hispanic Male	2.4	2.6	3.0	1.6	2.2
Hispanic Female	0.4	0.4	0.1	0.3	0.4
Hispanic Total	2.8	3.0	3.1	1.9	2.6
Other Male	3.4	3.2	2.0	2.5	2.9
Other Female	0.7	0.6	0.1	0.6	0.6
Other Total	4.1	3.8	2.1	3.1	3.6
Total Minority Officers	18.2	11.7	10.1	10.7	13.4
Columns may not add to total due to rounding. Hispanics include all races; "Other" refers to non-White, non-Black, non-Hispanics such as American Indians, Asians and Pacific Islanders, and Native Alaskans. Also see Appendix Table B-24 (Race/Ethnicity by Service).					

The minority representation levels stand in contrast to those encountered among enlistees. This anomaly is more apparent than real. A number of factors contribute to the seeming

underrepresentation of Blacks and Hispanics (though not "Other" minorities) in the officer corps. For reasons too complicated to dissect within this report, minorities disproportionately suffer from the toll of poverty and disorderly learning environments.⁵ These risk factors translate into lower college enrollment and graduation rates and on average lower achievement than other population groups. Although test score trends have improved for minorities over the past two decades, large average differences compared to Whites remain. For example, the mean verbal SAT scores for college-bound seniors in 1994 were 443 for Whites and 352 for Blacks; mean math scores were 495 for Whites and 388 for Blacks.⁶ In light of these and other factors (e.g., fierce labor market competition for minorities who pursue technical majors, most in demand by the Services),⁷ when compared to the 21-35 year-old civilian population of college graduates--the officer pool--which stands at 7 percent Black, 4 percent Hispanic, and 6 percent other, representation among officers appears rather equitable. Blacks and other minorities are proportionately represented and Hispanics are slightly underrepresented--a familiar pattern, seen in the enlisted force.

Academic achievement differences may account partially for the divergent racial/ethnic distributions across the commissioning sources as shown in Tables 4.5 and 4.6. Black and Hispanic minorities are less likely than Whites to be commissioned via one of the academies or ROTC scholarship programs, which tend to be highly selective. DoD is actively looking into issues affecting minority officer recruitment, performance, promotion, and retention in keeping with its track record of dedication to equal opportunity.

In the face of such obstacles to commissioning, minorities (especially Blacks) have come to comprise a larger share of the officer corps over the years (see Appendix Tables D-21, D-22, D-26, and D-27). The past fiscal year had the highest percentage of minorities among officer accessions in over 20 years. Thus minority representation in the total officer corps is rising, albeit slowly.

Gender. As shown in Table 4.7, women constituted about 19 percent of officer accessions and 14 percent of the officer corps in FY 1994. The Air Force holds its place as the most gender-integrated regarding officers, with the Army close on its heels. Though the levels of women in the officer corps are nowhere near college graduate population proportions, there has been sustained growth in the representation of women among officers (see Appendix Tables D-23 and D-28 for trends among accessions and the officer corps since FY 1973). The primary source of commission for women was direct appointment (42 percent) in FY 1994.

⁵ See Smith, T.M., *The Educational Progress of Black Students* (Washington, DC: U.S. Department of Education, Office of Educational Research and Improvement, May 1995).

⁶ See U.S. Department of Education, *The Condition of Education, 1994* (Washington, DC: National Center for Education Statistics, June 1994). Updates also provided from the College Board (personal communication).

⁷ See Eitelberg, M.J., Laurence, J.H., and Brown, D.C., "Becoming Brass: Issues in the Testing, Recruiting, and Selection of American Military Officers," in B.R. Gifford and L.C. Wing, *Test Policy in Defense: Lessons from the Military for Education, Training, and Employment* (Boston, MA: Kluwer Academic Publishers, 1991).

**Table 4.5. FY 1994 Source of Commission of Active Component Officer Accessions
by Race/Ethnicity and Gender (Percent)**

Source of Commission	White	Black	Hispanic	Other	Male	Female
Academy	19.1	13.8	19.8	23.9	20.6	12.1
ROTC - Scholarship	27.2	23.1	22.0	18.6	20.5	18.8
ROTC - No Scholarship	13.8	18.6	19.4	14.8	22.0	13.2
OCS/OTS	14.9	19.5	19.6	8.8	16.5	8.6
Direct Appointment*	19.3	17.5	12.4	25.4	14.2	41.7
Other**	5.2	7.4	6.2	7.2	5.7	4.8
Unknown	0.6	0.1	0.4	1.3	0.6	0.8
Total	100.0	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.

* Females accessed through direct appointment are primarily health care professionals.

** Includes officers trained in one Service and accessed into another (primarily Marine Corps).

Also see Appendix Table B-32 (Source of Commission by Service and Race/Ethnicity) and (B-30 Source of Commission by Service and Gender).

**Table 4.6. FY 1994 Source of Commission of Active Component Officer Corps,
by Race/Ethnicity and Gender (Percent)**

Source of Commission	White	Black	Hispanic	Other	Male	Female
Academy	17.2	11.1	15.4	19.4	18.1	8.6
ROTC - Scholarship	18.9	14.7	13.7	14.7	18.8	14.8
ROTC - No Scholarship	20.5	36.7	26.1	19.5	22.7	15.9
OCS/OTS	21.0	16.8	21.0	12.6	21.3	14.8
Direct Appointment*	17.0	16.7	18.4	24.6	13.4	42.2
Other**	0.2	0.1	0.2	0.1	0.2	<.1
Unknown	5.1	3.9	5.1	9.1	5.4	3.6
Total	100.0	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.

* Females accessed through direct appointment are primarily health care professionals.

** Includes officers trained in one Service and accessed into another (primarily Marine Corps).

Also see Appendix Table B-33 (Source of Commission by Service and Race/Ethnicity) and (B-31 Source of Commission by Service and Gender).

Table 4.7. FY 1994 Active Component Female Officer Accessions and Active Component Officer Corps (Percent)					
	Army	Navy	Marine Corps	Air Force	DoD
Active Component Accessions	19.5	16.3	5.9	23.1	18.7
Active Component Officer Corps	14.3	13.2	3.3	15.2	13.6
Also see Appendix Table B-22 (Gender by Service).					

Marital status. As indicated in Table 4.8, officers were more likely to be married than the enlisted personnel that they lead. It is interesting to note that for officers as well as enlisted personnel, women on active duty were less likely than men to be married. In fact, while three-quarters of male officers were married, only 54 percent of women officers had a spouse. Furthermore, whereas male officers were more likely than their civilian counterparts to be married, female officers were less likely to be married. This suggests that women in the officer corps are less traditional than their civilian peers and/or, as posited by Sociologist Mady Segal, the military remains a "greedier" institution for women than for men. That is, there appears to be a greater degree of role conflict for women in the military.⁸

Table 4.8. Married Active Component Officer Corps and Enlisted Personnel, FY 1994, by Gender (Percent)		
Gender	Officers	Enlisted
Males	75.8	58.5
Females	53.8	48.8
Total	72.8	57.4
Also see Appendix Table B-23 (Marital Status by Service).		

Active Component officers were somewhat more likely to be married than their civilian counterparts (college graduates 21 years of age and older). That is, whereas 66 percent of college-educated civilians in the labor market were married, 73 percent of officers had such family ties. This tendency held for men only. Female officers were not only less likely than male officers to be married but were also less likely to have a spouse than their female civilian counterparts.

New officers were less likely to be married than were their civilian counterparts. Twenty-three percent of male officer accessions were married, compared to 51 percent of the 21- to 35-year-old civilian male population with a college degree. The contrast between the military and civilian groups was greater for women with 54 and 24 percent, respectively, of female civilians and new officers married as of FY 1994 (see Appendix Table B-23).

⁸ See Segal, M.W., "The Military and the Family as Greedy Institutions," *Armed Forces and Society*, volume 13, number 1, (Fall 1986), pp. 9-38.

Though female officers are less likely to be married than male officers, among those who are married, women are considerably more likely to be a partner in a dual-military marriage. As can be seen from Table 4.9, married female officers are on the order of ten times more likely than married male officers to have a spouse in uniform. This discrepancy is even more pronounced among Marine Corps married officers with 69 percent of married women in the officer corps married to another Servicemember compared to only 3 percent of married men.

Table 4.9. FY 1994 Active Component Officers Who Were Married, and in Dual-Service Marriages, by Gender and Service (Number and Percent)					
Gender	End-Strength	Married		Married Who Were In Dual-Service Marriages	
		Number	Percent	Number*	Percent
ARMY					
Male	62,073	46,723	75.3	2,472	5.2
Female	10,337	5,556	53.7	2,446	44.0
Total	72,410	52,279	72.2	4,918	9.4
NAVY					
Male	51,418	37,457	72.8	607	1.6
Female	7,847	3,931	50.1	762	19.4
Total	59,265	41,388	69.8	1,369	3.3
MARINE CORPS					
Male	15,474	11,202	72.4	336	3.0
Female	529	247	46.7	171	69.2
Total	16,003	11,449	71.5	507	4.4
AIR FORCE					
Male	68,682	54,381	79.2	2,692	4.9
Female	12,322	6,976	56.6	2,909	41.7
Total	81,004	61,357	75.7	5,601	9.1
DoD					
Male	197,647	149,763	75.8	6,107	4.0
Female	31,035	16,710	53.8	6,288	37.6
Total	228,682	166,473	72.8	12,395	7.4
* There are some differences between the number of males and females reporting dual-service marriages.					

This trend is more than a curiosity as dual-service marriages pose unique challenges to assignment, deployment, and overall readiness in addition to affecting Servicemembers' satisfaction with military life.

Education. Given the Service requirements that newly commissioned officers have at least a four-year college degree, the education levels of FY 1994 Active Component officer accessions should come as no surprise. Table 4.10 clearly counters the claim that the college-educated are missing from the military. Only 2 percent of officers commissioned in FY 1994 did not have at least a bachelor's degree; most likely, these officers were former enlisted personnel. A notable percentage of officers (11 percent), mostly lawyers, chaplains, and health care professionals (physicians, nurses, etc.), held advanced degrees upon commissioning.

Table 4.10. FY 1994 Educational Attainment of Active Component Officer Accessions and Active Component Officer Corps, by Service (Percent)					
Educational Attainment	Army	Navy	Marine Corps	Air Force	DoD
ACTIVE COMPONENT OFFICER ACCESSIONS					
Less than College Graduate	0.7	0.6	5.1	4.3	2.2
College Graduate (B.A., B.S., etc.)	88.4	93.9	92.6	81.0	87.2
Advanced Degree (M.A., Ph.D., etc.)	10.8	5.4	2.3	14.7	10.5
Total	100.0	100.0	100.0	100.0	100.0
ACTIVE COMPONENT OFFICER CORPS					
Less than College Graduate	0.6	2.8	4.0	0.6	1.4
College Graduate (B.A., B.S., etc.)	59.3	61.2	79.7	46.7	56.7
Advanced Degree (M.A., Ph.D., etc.)	40.2	35.9	16.3	52.8	41.9
Total	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. Percentages do not include "Unknown" data. Also see Appendix Table B-25 (Education by Service).					

Not only are college graduates amply represented among the newly commissioned officers but the education levels found in the officer corps indicate that the Services promote even further education. Significant proportions of officers attained master's and doctoral degrees while serving. The Air Force had the greatest proportion (53 percent) of officers with advanced degrees, and was the only Service with a greater proportion of officers with advanced degrees than bachelor's degrees. The Marine Corps had fewer officers with advanced degrees than the other Services; the fact that the Navy provides the Marine Corps with health professionals, chaplains, or other such direct appointees, who typically have advanced degrees, is a contributing factor.

Representation within occupations. Table 4.11 presents the distribution of officers across occupational areas, thereby providing some indication of the more specific functional skills demanded of the officer corps. At a glance, the data suggest the need for technical knowledge in addition to more general leadership and management skills demanded of those in tactical operations in which over one-third of officers were working. Together, the second, third, and fourth most populous occupations--health care, engineering and maintenance, and supply--approached the manning levels of tactical operations. Appendix Table B-27 provides FY 1994 occupational area data by Service, including personnel classified as non-occupational.

Representation of women within occupations. Another way to gauge the integration of women in the military and, in particular, the officer corps is by examining their occupational distribution vis-a-vis men. Table 4.11 shows significant assignment differences between male and female officers. Despite expanding numbers of and roles for women, it takes time to bring women into new positions and career fields. As of FY 1994, significantly greater percentages of men than women were in tactical operations (44 and 7 percent, respectively), whereas greater percentages of women than men were in "traditional" female occupations of administration (15 and 5 percent, respectively) and health care (47 and 14 percent, respectively). Appendix Table B-28 shows the assignment patterns by gender and Service.

Table 4.11. Occupational Areas of Active Component Officer Corps by Gender, FY 1994 (Percent)			
Occupational Areas	Males	Females	Total
General Officers and Executives	0.5	*	0.4
Tactical Operations	44.0	7.3	39.0
Intelligence	4.8	5.6	4.9
Engineering and Maintenance	12.4	9.9	12.1
Scientists and Professionals	4.9	4.3	4.8
Health Care	14.1	47.0	18.6
Administration	5.3	15.3	6.6
Supply, Procurement, and Allied Occupations	8.8	8.3	8.7
Non-Occupational**	5.3	2.2	4.9
Total	100.0	100.0	100.0
Calculations exclude 612 male and 8 female Marine Corps and 524 male and 1 female Air Force colonels classified as "General Officers and Executives." Columns may not add to total due to rounding. * Less than one-tenth of one percent. ** Non-occupational includes patients, students, those with unassigned duties, and unknowns. Also see Appendix Table B-28 (Occupational Area by Service and Gender).			

Representation of minorities within occupations. The percentage of each racial/ethnic category by officer occupational areas is shown in Table 4.12. In FY 1994, racial and ethnic groups of officers generally had similar patterns of representation across occupational areas, although fewer Blacks and "Others" were assigned to tactical operations and more Blacks were assigned to administration and supply. The Services have striven to achieve racial/ethnic balance during the assignment process. Such focus is important because occupational assignment is related to promotion opportunities and success as an officer.

Table 4.12. FY 1994 Occupational Area Distribution of Active Component Officer Corps, by Race/Ethnicity (Percent)				
Occupational Areas	White	Black	Hispanic	Other
General Officers and Executives	0.4	0.2	0.2	0.1
Tactical Operations	40.7	27.1	33.9	25.6
Intelligence	4.9	4.2	5.3	4.8
Engineering and Maintenance	11.8	14.5	11.6	12.7
Scientists and Professionals	5.0	4.2	3.7	3.8
Health Care	18.1	19.2	19.6	29.6
Administration	6.2	12.1	7.7	5.9
Supply, Procurement, and Allied Occupations	8.1	15.0	10.4	8.6
Non-Occupational*	4.7	3.6	7.5	9.0
Total	100.0	100.0	100.0	100.0
Calculations exclude 593 White, 18 Black, 7 Hispanic and 2 "Other" Marine Corps and 516 White, 5 Black, 3 Hispanic, and 2 "Other" Air Force officers classified as general officers. Columns may not add to total due to rounding. * Non-occupational includes patients, students, those with unassigned duties, and unknowns. Also see Appendix Table B-29 (Occupational Area by Service and Race/Ethnicity).				

Greater percentages of officers in the "Other" racial category than Whites, Blacks, or Hispanics were in health care positions. Larger proportions of Hispanics than Whites were in intelligence, health care, administration, and supply occupations. Proportionately more Blacks than other demographic categories were in the engineering, supply, and administration occupations.

Regardless of race/ethnicity, the largest percentage of officers worked in tactical operations; the lowest percentages (excluding General Officers) worked in intelligence and scientific/professional occupations. Appendix Table B-29 provides data on occupational areas by Service and race/ethnicity.

Warrant Officers⁹

Warrant officers comprise a group previously omitted from analysis within the *Population Representation* report. They serve in the Army, Navy, and Marine Corps primarily as technicians and specialists typically without command responsibilities.^{10,11} The status and duties of these experts, trainers, and specialty managers have grown and otherwise changed since their grades were established around 1920. Today, they can be found advancing within military careers such as pilot and navigator, physicians assistant, nuclear weapons, and administration. Their systems expertise and supervisory abilities are complementary to both more junior enlisted personnel and the more broadly trained commissioned officers.

Although some warrant officers may enter directly from civilian life (e.g. helicopter pilots) most warrant officers previously were in the upper enlisted ranks. When combined with commissioned officers, warrants account for 8 percent of active duty officer accessions and 7 percent of the officer corps. That is, 1,363 new warrant officers were added to the force in FY 1994 for an overall total of 17,159 on active duty. They are overwhelmingly male (95 percent) but have more "generous" minority representation levels than commissioned officers. Blacks, in particular, have higher representation among warrant officers, accounting for 11 percent of active duty warrant officers (in contrast to 7 percent of commissioned officers). Appendix Tables B-32 and B-33 provide of glimpse of warrant officer accessions and the entire corps of warrant officers on active duty by gender and race/ethnicity.

⁹ For more detailed information on warrant officers, see Department of Defense, *DoD Report on the "Warrant Officer Management Act" (WOMA)* (Washington, DC: Author, 1989).

¹⁰ Upper-level warrant officers however frequently function in foreman-type roles within their system specialties.

¹¹ The Air Force discontinued its warrant officer program in 1959 and increased promotion opportunities for senior enlisted personnel.

Chapter 5

SELECTED RESERVE ENLISTED ACCESSIONS AND ENLISTED FORCE

The Ready Reserve, with an FY 1994 strength of nearly 1.78 million, is the major source of manpower augmentation for the Active force. As illustrated in Figure 5.1, the two principal elements of the Ready Reserve are the Selected Reserve and the Individual Ready Reserve. Reserve Component data in this report include only the Selected Reserve.

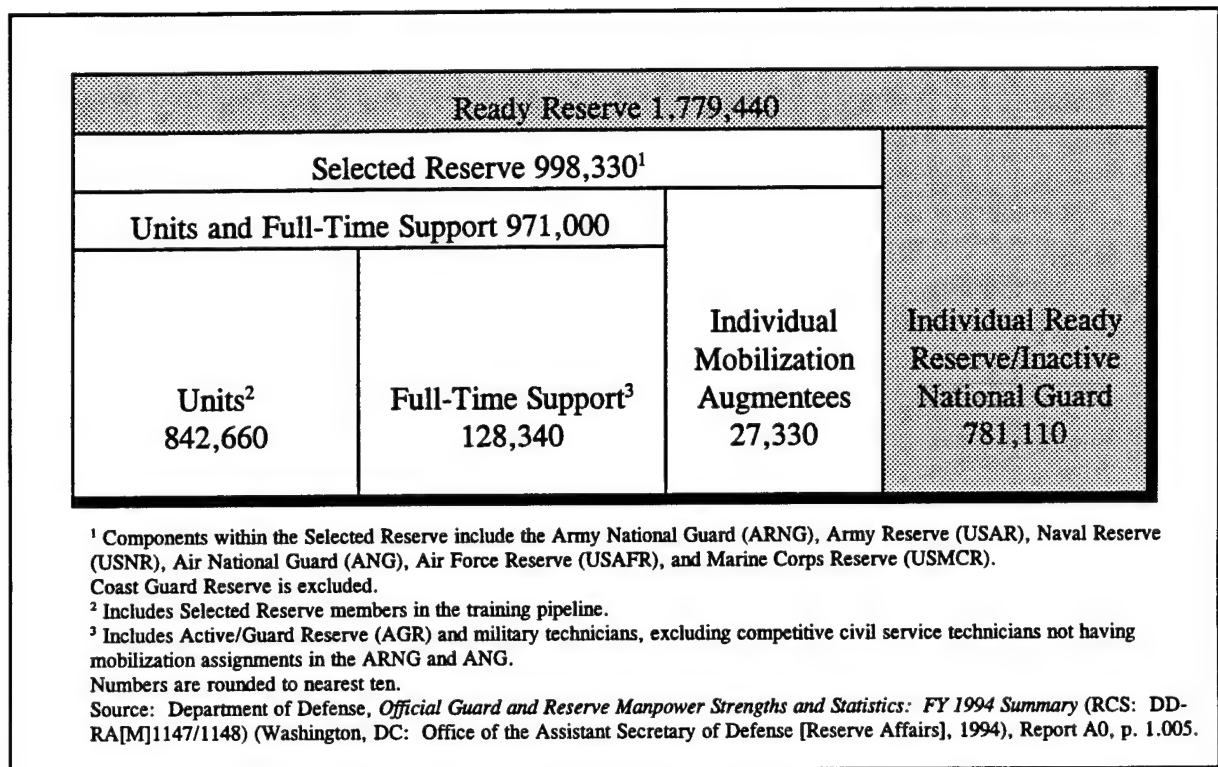


Figure 5.1. FY 1994 composition of the Selected Reserve within the Ready Reserve.

The Selected Reserve includes three types of personnel: 1) those trained in units (including full-time support personnel) who are organized, equipped, and trained to perform wartime missions; 2) trained individuals (Individual Mobilization Augmentees [IMAs]) who provide wartime augmentation on or shortly after mobilization; and 3) those in the training pipeline (including personnel currently on or awaiting initial active duty for training, personnel awaiting second part of initial active duty training, Active Guard/Reserve [AGR] currently on or awaiting initial active duty training, personnel in simultaneous membership program [SMP], and personnel in other training programs).¹ Reservists and Guardsmen in the training pipeline may not deploy.

¹ Department of Defense, *Official Guard and Reserve Manpower Strengths and Statistics: FY 1994 Summary* (RCS: DD-RA(M)1147/1148) (Washington, DC: Office of the Assistant Secretary of Defense [Reserve Affairs], 1994), Appendix C, p. 3.003.

Selected Reservists assigned to units and IMAs train throughout the year. Selected Reserve units may be either operational or augmentation units. Operational units train and deploy as units; augmentation units train as units in peacetime, but are absorbed into Active Component units upon mobilization.

The Selected Reserve Recruiting Process

The recruiting process is similar for the Reserve and Active Components.² With the exception of a number of Air National Guard (ANG) units, Reserve recruiters process their NPS applicants through Military Entrance Processing Stations (MEPSs), following procedures almost identical to the Active Component.

Recruiters provide information on the demands and opportunities of military service, and evaluate prospective recruits to determine eligibility for enlistment. The prospect is asked about his or her age, education, involvement with the law, use of drugs, and physical and medical factors that could preclude enlistment. The prospect may take an enlistment screening test. Non-prior service (NPS) prospects take the ASVAB at either a local test site or at a MEPS. If an NPS applicant achieves qualifying ASVAB scores and wishes to continue the application process, he or she is scheduled for a physical examination and background review at a MEPS. If the applicant's education, ASVAB scores, physical fitness, and moral character qualify for enlistment, he or she meets with a Service classification counselor at a MEPS (or in some instances at an ANG unit) to discuss options for enlistment.

Up to this point, the applicant has made no commitment. The counselor has the record of the applicant's qualifications and computerized information on available training/skill openings, schedules, and enlistment incentives. They discuss the applicant's interests. The counselor may offer bonuses to encourage the applicant to choose hard-to-fill occupational specialties. The applicant, however, is free to accept or reject the offer. Many applicants do not decide immediately, but take time to discuss options with family and friends. When the applicant accepts the offer, he or she signs an enlistment contract and is sworn into the Reserve.

One of the most critical factors in achieving Reserve readiness is the ability to meet Selected Reserve manpower requirements -- in numbers, skills, and quality. Success in meeting recruiting and retention goals varies significantly from unit to unit. First, there are substantial differences in unit size; larger units require greater effort. Second, National Guard and Reserve units differ significantly in skills required. Civilian skill transferability, quality of training, equipment, promotion opportunity, and other factors can create large differences in manning success across skills. Third, National Guard and Reserve units exist in thousands of localities, and each locality presents a unique set of labor market characteristics. The size of the community, distinct demographic and socioeconomic profiles, the mix of skills in the local civilian labor force, local civilian wage levels and hours worked, frequency and duration of employment, employer attitudes regarding National Guard or Reserve duty, attitudes toward the military, effect of recent

² For a description of NPS Selected Reserve recruiting, see Tan, H.W., *Non-prior Service Reserve Enlistments: Supply Estimates and Forecasts* (Santa Monica, CA: RAND Corporation, 1991).

mobilizations on propensity to enlist, and other secondary job opportunities create recruiting and retention challenges for Selected Reserve units.

The diversity of mission and force structure among the Reserve Components affects the demographic composition of units. A National Guard or Reserve company with a combat mission may need a significantly higher proportion of young NPS accessions. Conversely, combat service support functions may require more experienced personnel and thus have greater proportions of prior service recruiting requirements.

The population representation profile of the Reserve Forces is different from the Active Component due to a number of factors:

- The proportional distribution of combat, combat support, and combat service support skills in the Selected Reserve;
- The location of units, given the requirement for Reserve Components to recruit for local unit vacancies within a 50-mile radius; and
- The impact of the Active Component's force structure on National Guard and Reserve recruiting.

This chapter provides demographic characteristics and the distribution of FY 1994 enlisted accessions and the enlisted force of the Selected Reserve. Characteristics of Selected Reserve NPS accessions are given and, where applicable, are compared to prior service accessions. Characteristics and distribution of Selected Reserve officer accessions and the officer corps are contained in Chapter 6.

Characteristics of Selected Reserve Accessions

FY 1994 Reserve Component recruiting results for NPS and prior service gains and assigned end-strengths are shown in Table 5.1. In FY 1994, the Reserve Component recruited 154,228 enlisted persons compared to the Active Component's 176,409. The largest Reserve Component recruiting program is that of the Army National Guard (ARNG). While the ARNG NPS recruiting mission is more than 24,000, prior service requirements are nearly 37,000. Recognizing the importance of the experience provided by prior service personnel to the Reserve Forces, Congress established floors for the non-prior/prior service mix for the Army National Guard: "By September 30, 1997, 65 percent of all [ARNG] officers and 50 percent of all [ARNG] enlisted members should have at least two years of active duty."³ These requirements are being considered for the other components.

Selected Reserve recruiting objectives continued to decrease, dropping 8 percent from FY 1993 to FY 1994 (from 168,000 to 154,000). The Naval Reserve (USNR) experienced the deepest cuts, from 26,000 accessions in FY 1993 to 19,000 in FY 1994, losing one-quarter of its

³ National Defense Authorization Act of Fiscal Year 1992, House Report 102-966, p. 231.

recruit cohort. The Marine Corps Reserve (USMCR) accessed more NPS recruits and fewer prior service recruits, for a small gain in new enlistees in FY 1994 (2 percent increase). Due to differences in mission and force structure, the size of the recruiting missions by component varied greatly. Therefore, comparisons between the Reserve Component percentages must be interpreted with care. The Army components, the ARNG and Army Reserve (USAR), had the largest Selected Reserve recruiting missions, recruiting 72 percent of total Reserve Component accessions (40 and 32 percent for the ARNG and USAR, respectively) in FY 1994.

Table 5.1. FY 1994 Selected Reserve Non-Prior Service (NPS) and Prior Service Enlisted Accessions and End-Strengths					
Component	Enlisted Accessions				Enlisted End-Strength
	Non-Prior Service	Prior Service	Total	Prior Service Percent of Component Total	
Army National Guard	24,217	36,905	61,122	60.4	351,390
Army Reserve	18,552	30,571	49,123	62.2	206,849
Naval Reserve	3,994	15,116	19,110	79.1	86,300
USMC Reserve	5,646	2,729	8,375	32.6	36,860
Air National Guard	2,433	5,302	7,735	68.6	99,711
Air Force Reserve	891	7,872	8,763	89.8	63,411
DoD Total	55,733	98,495	154,228	63.9	844,521
Also see Appendix Tables C-1 (NPS Age by Component and Gender) and C-9 (Prior Service Age by Component and Gender).					

The Air Force Reserve (USAFR) had the highest proportion of prior service recruits (90 percent of its total recruiting effort), followed by the USNR with 79 percent prior service accessions. The USMCR recruited the lowest proportion (33 percent). Prior service accessions provide the Reserve Component with a more experienced personnel base, contributing to increased readiness to meet future missions.

The increase in availability of prior service recruits is a temporary phenomenon due to the larger number of active duty members leaving service. The drawdown of the active force will ultimately reduce the number of prior service individuals from which the Reserve Component can recruit. The numerical effects of the drawdown coupled with changes in the Reserve mission and increased combat risks may lead to difficulties in Reserve recruiting. "Future reserve recruits are likely to consider [the] risk, the costs and benefits associated with [serving], and the likelihood that security threats in the future will differ from those in the past."⁴ A decision to join the

⁴ See Asch, B.J., *Reserve Supply in the Post-Desert Storm Recruiting Environment* (Santa Monica, CA: RAND Corporation, 1993), p. 5.

reserves tomorrow will involve more tradeoffs than in the past. "[P]atriotic duty, combat risk, family hardships, and financial losses during a mobilization, are likely to become more important in the reserve participation decision in the 1990s."⁵

Age. More than two-thirds of ARNG and USAR NPS recruits were 17 to 19 years old, as shown in Table 5.2. More than half of the USMCR and ANG and more than 40 percent of USAFR NPS recruits were 17 to 19 years old. USNR NPS accessions were older, with less than 30 percent 17 to 19 years old and more than 30 percent 25 years old and older.

A number of factors contribute to age differences among Reserve Components, including the size of the recruiting mission and the incentives used by recruiters. ARNG and USAR recruiters work extensively with the high school population because of the size of their respective NPS recruiting missions. Although the high school senior market is their primary target, recruiters use the split training option as an important incentive. This option allows high school juniors to enlist and attend basic training after their junior year of high school, and then enter skill training a year later upon graduating from high school. In FY 1994, 45 and 41 percent, respectively, of ARNG and USAR NPS recruits were students still enrolled in high school.

Table 5.2. FY 1994 Selected Reserve Non-Prior Service Enlisted Accessions, by Age and Component, and Civilian Labor Force 17-35 Years Old (Percent)								
Age Group	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	17-35 Year-Old Civilians
17-19	67.3	72.6	28.5	65.2	51.8	40.5	65.0	14.0
20-24	23.6	21.6	24.2	31.6	34.9	43.6	24.6	24.4
25-29	5.6	4.1	11.8	3.1	9.5	9.9	5.5	25.9
30-34	2.5	1.6	12.6	0.1	3.5	5.7	2.8	29.7
35-39	0.5	0.1	6.5	0.0	0.3	0.1	0.7	6.0
40-44	0.2	*	0.1	0.0	0.0	0.0	0.1	
45-49	0.1	*	0.0	0.0	0.0	0.0	*	
50+	*	0.0	*	0.0	*	0.0	*	
Unknown	0.3	*	16.2	*	0.0	0.2	1.3	
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. * Less than one-tenth of one percent. Also see Appendix Tables C-1 (Age by Component and Gender) and C-2 (Age by Marital Status and Gender). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993-September 1994.								

⁵ Ibid, p. 1.

Race/ethnicity. Table 5.3 shows some significant differences in the racial composition of Selected Reserve NPS and prior service accessions in comparison with FY 1993, but the interpretation is somewhat clouded by the absence of certain data. Due to a large number of USAR recruit records with unknown race and ethnicity, 27 percent of FY 1994 USAR accessions are included in the "Other" race category.⁶ These data affect the total DoD percentages. Compared to FY 1993, percentages of Whites were smaller, Blacks and Hispanics were about the same, and there were more of "Other" races. The percentages of Hispanic NPS recruits increased

Table 5.3. FY 1994 Selected Reserve Non-Prior Service and Prior Service Enlisted Accessions by Race/Ethnicity (Percent)								
Race/ Ethnicity	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	Civilians *
NON-PRIOR SERVICE								
White	73.6	53.4	72.3	71.0	79.3	66.4	66.7	68.7
Black	15.5	19.5	13.6	10.5	9.4	24.2	16.1	14.2
Hispanic	7.7	6.2	8.8	12.7	5.5	3.6	7.6	13.0
Other	3.2	20.8**	5.3	5.8	5.8	5.7	9.6	4.1
PRIOR SERVICE								
White	72.3	43.6	70.2	66.8	80.1	73.9	63.5	74.0
Black	18.6	22.3	15.2	18.7	11.4	18.7	18.8	12.0
Hispanic	5.6	3.5	7.1	10.0	4.5	4.1	5.1	10.6
Other	3.4	30.6**	7.5	4.5	4.1	3.3	12.5	3.4
TOTAL ACCESSIONS								
White	72.8	47.3	70.7	69.6	79.8	73.2	64.6	
Black	17.4	21.3	14.9	13.2	10.7	19.3	17.8	
Hispanic	6.5	4.5	7.4	11.8	4.8	4.1	6.0	
Other	3.4	26.9**	7.1	5.4	4.6	3.5	11.5	
Columns may not add to total due to rounding. * NPS civilian comparison is 18-24 year-old civilians; prior service civilian comparison is 20-39 year-old civilian labor force. ** The USAR "top-loaded" accession data for the second-half of FY 1994, submitting records with no race/ethnicity data. When race is unknown, it is shown as "Other." Also see Appendix Tables C-3 (NPS Race/Ethnicity by Component and Gender) and C-11 (Prior Service Race/Ethnicity by Component and Gender). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993-September 1994.								

⁶ The USAR "top-loaded" accession data for the second-half of FY 1994, submitting records with minimum data (e.g., no race or ethnic data). If race is unknown, then race is shown as "Other."

in all components except USAR and ANG. The USMCR showed the greatest jump (2.5 percentage points).

The percentages for Blacks were higher than in the civilian youth and labor force. Blacks comprised approximately 16 percent of Selected Reserve NPS FY 1994 accessions compared to 14 percent in the 18- to 24-year-old youth population. However, the proportions of Black recruits in each Reserve Component are quite different. The ANG and USMCR recruited a smaller proportion of NPS Blacks (9 and 11 percent, respectively); the USAR and USAFR recruited the highest proportions (20 and 24 percent, respectively); the ARNG and USNR recruited comparable proportions (16 and 14 percent, respectively).

The proportion of Hispanic Selected Reserve NPS recruits was lower than the national population proportion (8 versus 13 percent). The USMCR had the highest proportion of Hispanic NPS recruits (13 percent). The proportion of Hispanic NPS recruits in the USAFR, ANG, and USAR was much lower than the proportion of 18- to 24-year-old Hispanic youth in the national population (4, 6, and 6 percent, respectively, compared to 13 percent in the national population).

Hispanics represented 6 percent of prior service accessions. The civilian comparison group for prior service accessions, the 20- to 39-year-old civilian labor force, contains 11 percent Hispanics, so the proportion of Hispanic prior service accessions was lower than in the national population. However, prior service accessions are constrained by the proportions of ethnic groups in the Active Component. Therefore, comparisons between prior service recruits and the national population should be interpreted cautiously.

Black females represented the largest proportion of minority Reserve accessions (see Appendix Tables C-3 and C-11). Across the Reserve Components, the proportion of Black women (27 percent for NPS and 30 percent for prior service) was nearly twice that of Black men (14 and 17 percent for NPS and prior service, respectively). The USAR had the highest proportion of Black female recruits (30 percent for NPS and 34 percent for prior service).

Gender. The proportion of women joining the Selected Reserve was similar to the Active Component (approximately 16 percent in both). Table 5.4 reflects the gender percentages for NPS and prior service accessions by component. The USAR and USAFR had the highest proportion of female accessions in the Selected Reserve (23 and 22 percent, respectively), while the USMCR had the lowest (3 percent). With the exception of the USMCR, the proportion of prior service female recruits was lower than NPS female recruits.

Education. More Selected Reserve NPS recruits completed high school than was the case for their civilian peers, as indicated in Table 5.5. Approximately 99 percent of FY 1994 Selected Reserve NPS accessions were in Tiers 1 (high school graduates) and 2 (alternative credentials), compared to 80 percent of 18- to 24-year-old civilians. Differences between Reserve Components in FY 1994 high school graduate NPS recruits were generally quite small. The USAFR and USMCR had the highest proportions of Tier 1 NPS accessions (98 and 97 percent, respectively). The ARNG had the highest proportion of Tier 2 recruits (15 percent compared to 1 to 6 percent for the other components).

Table 5.4. FY 1994 Selected Reserve Non-Prior Service and Prior Service Accessions by Gender (Percent)

Component	Non-Prior Service		Prior Service		Total	
	Males	Females	Males	Females	Males	Females
Army National Guard	85.4	14.6	91.4	8.6	89.0	11.0
Army Reserve	70.9	29.1	81.1	18.9	77.3	22.8
Naval Reserve	80.9	19.1	85.0	15.0	84.2	15.9
USMC Reserve	98.6	1.4	92.7	7.3	96.7	3.3
Air National Guard	76.9	23.1	83.3	16.7	81.3	18.7
Air Force Reserve	70.2	29.9	79.4	20.6	78.5	21.5
DoD Total	81.0	19.1	85.9	14.2	84.1	15.9

Also see Appendix Tables C-1 (NPS Age by Component and Gender) and C-9 (Prior Service Age by Component and Gender).

Table 5.5. FY 1994 Selected Reserve Non-Prior Service Enlisted Accessions, by Education Tier and Component, and Civilians 18-24 Years Old (Percent)

Education Tier	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	18-24 Year-Old Civilians*
Tier 1: Regular High School Graduate or Higher**	84.0	95.6	93.5	97.1	92.3	97.9	90.5	80.1
Tier 2: GED, Alternate Credentials	15.0	2.5	5.3	2.8	6.0	1.2	8.3	
Tier 3: No Credentials	1.0	1.8	1.3	0.1	1.8	0.9	1.3	19.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
College Experience (Part of Tier 1) ¹	2.5	2.4	13.1	4.2	6.9	6.0	3.6	47.4

Columns may not add to total due to rounding.

* Civilian percentages combine Tiers 1 and 2.

** Tier 1 includes high school students who enlisted under the split-training option.

¹ These military data represent only Selected Reserve NPS enlisted accessions. Officers, who usually have college degrees, are not included. See Chapter 6 for a discussion of Reserve officers.

Also see Appendix Tables C-7 (Education by Component and Gender) and C-8 (Education by Component and Race/Ethnicity).

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993-September 1994.

College experience refers to individuals who have completed at least one semester in junior college or a four-year institution. The USNR had the highest proportion of accessions with college experience (13 percent). Most enlisted occupations are generally comparable to civilian jobs not requiring college education.

AFQT. FY 1994 Selected Reserve NPS accessions are compared with civilian youth by AFQT category, gender, and Reserve Component in Table 5.6.

Table 5.6. FY 1994 Selected Reserve Non-Prior Service Enlisted Accessions, by AFQT Category, Gender, and Component, and 1980 Civilians 18-23 Years Old (Percent)								
AFQT - Category	Army National Guard	Army Reserve	Naval Reserve ¹	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD ²	1980 Civilian Youth Population ³
MALES								
I	4.1	6.3	N/A	8.6	9.1	6.9	5.6	10.0
II	28.9	38.9	N/A	45.2	48.7	48.5	35.4	29.4
IIIA	21.7	28.5	N/A	23.5	21.3	25.8	24.1	14.4
IIIB	40.1	23.7	N/A	21.5	19.1	17.8	31.2	16.0
IV	2.5	2.7	N/A	*	0.0	0.0	2.1	20.4
V	0.0	0.0	N/A	0.0	0.0	0.0	0.0	9.9
Unknown	2.7	*	N/A	1.2	1.8	1.1	1.6	0.0
Total	100.0	100.0	N/A	100.0	100.0	100.0	100.0	100.0
FEMALES								
I	2.4	2.9	N/A	7.5	4.6	3.0	2.9	5.8
II	28.2	30.7	N/A	51.3	43.9	38.7	30.9	26.9
IIIA	23.5	29.1	N/A	27.5	25.9	33.1	27.0	16.2
IIIB	43.6	36.4	N/A	10.0	24.5	24.8	37.8	20.7
IV	0.8	0.9	N/A	0.0	0.0	0.0	0.8	21.7
V	0.0	0.0	N/A	0.0	0.0	0.0	0.0	8.6
Unknown	1.5	*	N/A	3.8	1.1	0.4	0.7	0.0
Total	100.0	100.0	N/A	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. * Less than one-tenth of one percent. Also see Appendix Tables C-5 (AFQT by Component and Gender) and C-6 (AFQT by Component and Race/Ethnicity). ¹ Data were not available for this report. ² DoD data do not include the Naval Reserve. ³ The 1980 civilian comparison group distribution for the total population (males and females) is 7 percent in Category I, 28 percent in Category II, 15 percent in Category IIIA, 19 percent in Category IIIB, 21 percent in Category IV, and 10 percent in Category V. Source: Civilian data from the <i>Profile of American Youth</i> (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).								

The percentage of Reserve male recruits who scored in AFQT Categories I to IIIA was greater than for their civilian counterparts (65 versus 54 percent). Seventy-four to 84 percent of USAR, USMCR, ANG, and USAFR NPS male accessions and 55 percent of ARNG NPS male recruits scored in AFQT Categories I through IIIA, compared to 54 percent in the civilian group. The differences between scores of female recruits and their comparable civilian group were similar to male accessions. The proportion of ARNG female NPS accessions scoring in the I-III A range decreased from 60 percent in FY 1993 to 54 percent in FY 1994.

Characteristics of the Selected Reserve Enlisted Force

Reserve Component forces perform a variety of important missions in the event of national emergency, and assist the Active Components in meeting their peacetime operating requirements. Figure 5.2 shows the Selected Reserve enlisted end-strengths for FYs 1974 to 1994.

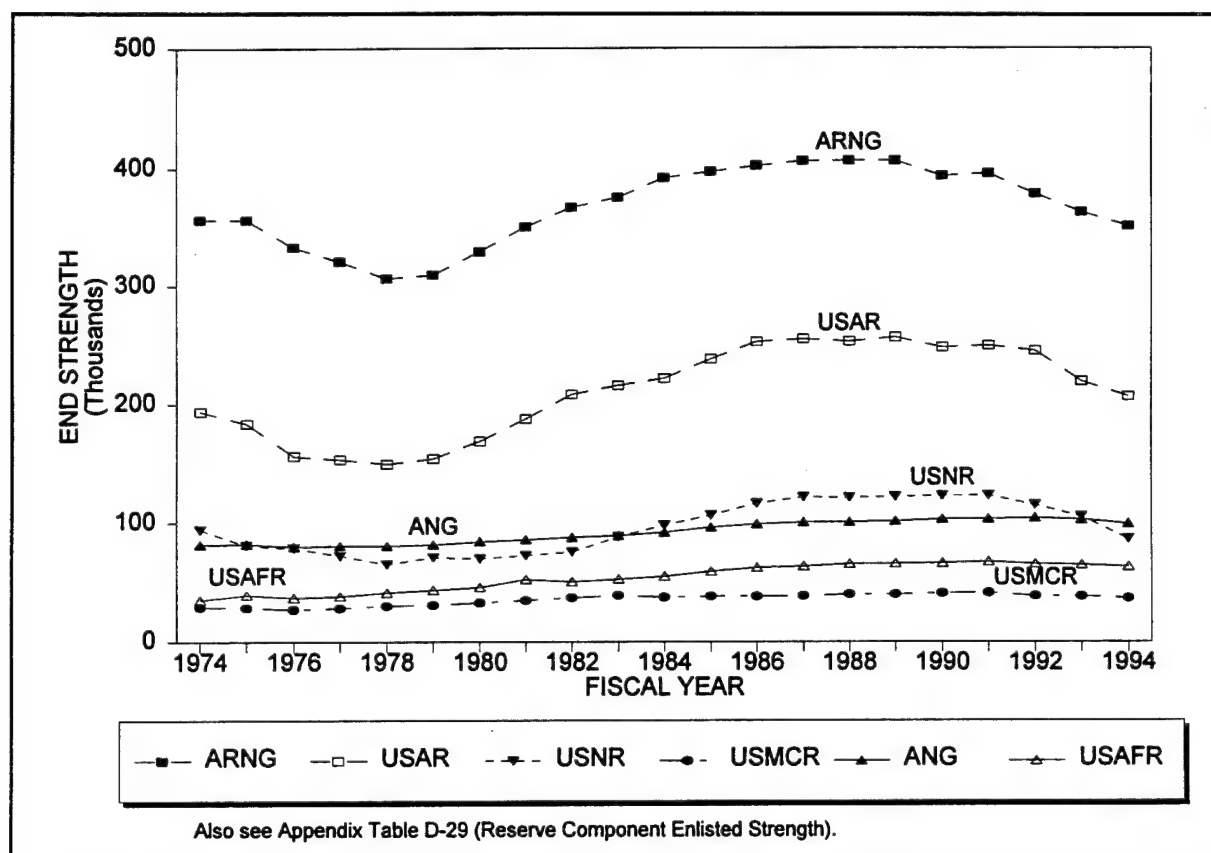


Figure 5.2. Reserve Component enlisted end-strength, FYs 1974-1994.

Age. Substantive differences exist among the Reserve Components in the proportion of enlisted members in various age groups, as shown in Table 5.7. The Air Force Reserve Components (ANG and USAFR) have the "oldest" members -- with 34 and 32 percent, respectively, of enlisted members 40 years of age or older. These proportions are strikingly different from the Active Components and other Reserve Components. For example, only 3 percent of USMCR enlisted members are 40 or older.

Table 5.7. FY 1994 Selected Reserve Enlisted Members, by Age and Component, and Civilian Labor Force Over 16 Years Old (Percent)								
Age Group	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	Civilians
17-19	7.3	9.7	1.7	11.7	1.7	0.7	6.3	4.4
20-24	24.8	25.7	17.7	54.0	12.8	9.7	23.0	10.7
25-29	20.0	19.4	21.8	20.1	18.6	19.4	19.8	12.3
30-34	15.2	14.2	19.6	7.5	19.4	22.6	16.1	14.1
35-39	10.8	10.6	16.1	3.4	13.7	16.2	11.7	14.3
40-44	8.6	8.1	11.3	1.6	12.5	12.4	9.2	13.1
45-49	8.1	7.6	7.1	1.3	12.3	11.4	8.3	11.0
50+	5.4	4.6	4.4	0.4	8.9	7.7	5.5	20.0
Unknown	*	0.2	0.2	*	0.0	0.0	0.1	0.0
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. * Less than one-tenth of one percent. Also see Appendix Table C-15 (Age by Component and Gender). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1994.								

Age differences among the Components result from diverse mission requirements and retention. The mission drives the NPS/prior service mix in each of the Reserve Components. For example, the "labor-intensive" requirements of infantry and other ground combat units usually mandate the need for younger individuals, while "equipment-intensive" requirements demand more formal training. Normally, longer training periods result in the Services seeking recruits for longer terms of enlistment or maintaining a force with greater experience. Individuals in equipment-intensive or high-technology fields, such as those found more often in the USNR, ANG, and USAFR, usually are more experienced, and therefore are older.

Race/ethnicity. As shown in Table 5.8, the proportion of minority Servicemembers varies by Reserve Component. The proportion of Blacks is higher than in the comparable civilian group (18 and 12 percent, respectively), but lower than in the Active Component (22 percent). The USAR has the largest proportion of Blacks (27 percent), while the ANG has the lowest (9 percent). The USMCR has the greatest proportion of Hispanic members (11 percent) and the USAR has the greatest proportion of "Other" racial minorities (9 percent). The USAR race/ethnicity data are affected by the large number of FY 1994 accessions with unknown race/ethnicity who are included in the "Other" minorities category.

Substantial gender differences exist in the racial and ethnic composition of Reserve Component members (Appendix Table C-17). While Black males represent 16 percent of the male

enlisted Selected Reserve, Black females represent 30 percent of females. Fifty-five percent of USAR females are minorities: 40 percent Black, 6 percent Hispanic, and 9 percent in the "Other" racial category. Conversely, the ANG has the lowest proportion of minority females (23 percent), compared to 25 percent in the 18- to 49-year-old civilian labor force.

Table 5.8. FY 1994 Selected Reserve Enlisted Members, by Race/Ethnicity, Gender, and Component, and Civilian Labor Force 18-49 Years Old (Percent)							
Race/ Ethnicity	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD
MALES							
White	74.4	60.4	77.3	70.7	84.3	75.4	72.6
Black	15.8	23.0	11.9	13.2	7.6	15.8	15.9
Hispanic	6.9	7.5	6.0	10.9	5.0	5.3	6.8
Other	2.9	9.2*	4.8	5.2	3.2	3.5	4.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
FEMALES							
White	61.3	44.9	69.9	63.0	77.0	65.4	58.4
Black	29.5	40.3	20.1	23.3	15.3	27.1	30.4
Hispanic	5.5	5.8	5.9	9.2	4.7	4.2	5.5
Other	3.7	9.1*	4.1	4.5	3.0	3.3	5.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
TOTAL							
White	73.4	57.0	76.1	70.4	83.2	73.6	70.7
Black	16.9	26.7	13.3	13.6	8.7	17.9	17.9
Hispanic	6.8	7.1	6.0	10.9	5.0	5.1	6.6
Other	3.0	9.2*	4.7	5.2	3.2	3.4	4.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
18-49 YEAR-OLD CIVILIAN LABOR FORCE							
White	Black		Hispanic		Other		Total
75.1	11.5		10.1		3.3		100.0

Columns may not add to total due to rounding.

* The USAR "top-loaded" accession data for the second-half of FY 1994, submitting records with no race/ethnicity data. When race is unknown, it is shown as "Other."

Also see Appendix Tables C-17 (Race/Ethnicity by Component and Gender) and C-18 (Ethnicity by Component).

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1994.

Gender. The proportion of enlisted women is slightly greater in the Selected Reserve than in the Active Component (14 versus 12 percent, respectively). However, as Table 5.9 makes clear, there are differences in the proportion of women among the Reserve Components. The component with the highest proportion of women is the USAR (22 percent), followed by the USAFR (19 percent). The USMCR has the lowest proportion (3 percent), followed by the ARNG (8 percent).

Table 5.9. FY 1994 Selected Reserve Enlisted Members, by Gender and Component, and Civilian Labor Force, 18-49 Years Old (Percent)								
Gender	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	18-49 Year-Old Civilians
Males	92.0	78.5	82.9	96.6	85.9	81.2	86.4	53.7
Females	8.0	21.5	17.1	3.4	14.1	18.8	13.6	46.3
Also, see Appendix Table C-15 (Age by Component and Gender). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1994.								

Marital status. Approximately half of Selected Reserve members are married (Table 5.10). This proportion is lower than for the comparable civilian population (60 percent), and for enlisted members in the Active Component (57 percent). The proportion of married female Selected Reserve members is much lower than the proportion of married female civilians (37 and 57 percent, respectively). This difference is in part explained by the younger age of women enlisted members compared to their civilian counterparts.

Table 5.10. FY 1994 Married Selected Reserve Enlisted Members, by Gender, and Civilian Labor Force Over 16 Years Old (Percent)		
Gender	DoD	Civilian Labor Force 17 Years and Older
Male	53.6	62.5
Female	36.7	56.5
Total	51.3	59.7
Also see Appendix Table C-16 (Age by Marital Status and Gender). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1994.		

Education. As shown in Table 5.11, 98 percent of FY 1994 Selected Reserve enlisted members have a high school diploma or alternative credential (Tiers 1 and 2), compared to 89 percent of the comparably aged civilian labor force. Comparing Table 5.5 (education levels of Selected Reserve accessions) with Table 5.11 indicates that a significant number of enlisted members gain college experience while in the Selected Reserve (4 percent of NPS accessions versus 14 percent of enlisted members).

Table 5.11. FY 1994 Selected Reserve Enlisted Members, by Education Levels and Component, and Civilian Labor Force 18-49 Years Old (Percent)								
Education Tier	Army National Guard	Army Reserve	Naval Reserve	Marine Corps Reserve	Air National Guard	Air Force Reserve	Total DoD	18-49 Year-Old Civilians*
Tier 1: Regular High School Graduate or Higher**	87.2	94.3	95.8	96.9	97.6	99.1	92.4	89.3
Tier 2: GED, Alternate Credentials	9.8	4.2	3.2	2.9	2.2	0.9	5.9	
Tier 3: No Credentials	3.0	1.4	1.1	0.2	0.2	0.1	1.8	10.7
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
College Experience (Part of Tier 1)	7.7	14.2	32.9	7.6	14.9	19.8	13.6	55.3
Columns may not add to total due to rounding; columns exclude unknowns. * Civilian numbers and percentages combine Tiers 1 and 2. ** Tier 1 includes members still in high school. Also see Appendix Tables C-19 (Educational Tier by Component and Gender) and C-20 (Educational Tier by Component and Race/Ethnicity). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1994.								

Representation within occupations. The assignment of Reserve Component personnel to occupations is based upon individual qualifications and desires, military requirements, and unit vacancies. The changing missions of the Armed Services, including domestic and international humanitarian efforts, affect personnel assignment. Table 5.12 shows the occupational area distribution of Reserve and Active Components. The differences reflect each Reserve Component's unique mission requirements and force structure.

Some analysts suggest that active duty members affected by the drawdown can keep their military affiliation by transferring to a Reserve Component. Table 5.13 suggests that the occupational distribution among Active and Reserve Components varies and may preclude some direct transfers within the same skill. For example, 15 percent of active Navy enlisted members serve in electronics specialties, but USNR requirements account for only 8 percent of this skill area. On the other hand, only 10 percent of active Navy enlistees serve in administration while 21 percent of the USNR enlistees provide support services. Similar occupational differences are found in each Service component. Some occupational areas may not be able to absorb all transfers, while other areas may have to recruit more NPS individuals to fill unit vacancies.

Table 5.12. Comparison of Reserve and Active Enlisted Occupational Areas in FY 1994 (Percent)			
Occupational Code and Area		Reserve Components	Active Components
0	Infantry, Gun Crews, and Seamanship Specialists	24.1	16.7
1	Electronic Equipment Repairers	3.8	9.8
2	Communications and Intelligence Specialists	5.6	9.2
3	Medical and Dental Specialists	7.2	6.5
4	Other Allied Specialists	2.8	2.5
5	Functional Support and Administration	16.3	16.1
6	Electrical/Mechanical Equipment Repairers	16.7	20.0
7	Craftsmen	5.9	4.1
8	Service and Supply Handlers	10.3	8.8
9	Non-occupational*	7.3	6.2
Total		100.0	100.0
Columns may not add to total due to rounding. * Non-occupational includes patients, students, those with unassigned duties, and unknowns. Also see Appendix Tables B-19 and C-21 (Occupational Area by Service/Component and Gender) and B-20 and C-22 (Occupational Area by Service/Component and Race/Ethnicity).			

Table 5.13. Comparison of FY 1994 Occupational Area Distribution of Enlisted Members by Active and Reserve Components (Percent)										
Active and Reserve Components	Occupational Area*									
	0	1	2	3	4	5	6	7	8	9
ARMY										
Active Component	28.1	5.1	10.6	7.7	2.8	17.0	14.0	2.0	11.2	1.6
Army National Guard	38.1	1.2	6.0	4.9	2.4	7.4	14.6	3.6	11.3	10.7
Army Reserve	17.5	2.6	5.7	12.3	3.0	24.1	11.0	4.9	13.5	5.4
NAVY										
Active Component	9.8	15.1	10.2	7.5	1.0	9.7	25.7	6.5	5.2	9.3
Naval Reserve	12.3	7.7	7.8	9.8	1.6	21.0	20.2	13.5	3.9	2.4
MARINE CORPS										
Active Component	24.2	5.9	7.9	0.0	2.3	16.1	14.5	2.6	13.4	13.0
USMC Reserve	28.5	3.8	8.4	0.0	1.0	12.2	12.7	2.5	14.5	16.4
AIR FORCE										
Active Component	6.5	11.4	6.8	6.9	3.8	22.5	23.7	5.0	7.8	5.6
Air National Guard	6.4	10.8	3.5	4.0	5.2	22.3	28.0	9.4	6.7	3.8
USAF Reserve	9.5	5.8	2.3	9.7	3.3	26.1	26.3	8.2	6.7	2.2
* Occupational Area Codes: 0=Infantry, 1=Electronics, 2=Communications, 3=Medical, 4=Other Technical, 5=Administration, 6=Electrical, 7=Craftsmen, 8=Supply, 9=Non-occupational.										

Representation of minorities within occupations. As shown in Table 5.14, the greatest percentages of Whites, Hispanics, and "Other" racial groups in the Selected Reserve are in combat occupations (25, 25, and 21 percent, respectively). The largest percentages of Blacks are in functional support and administration (23 percent).

Table 5.14. FY 1994 Occupational Areas of Selected Reserve Enlisted Personnel Within Race/Ethnicity (Percent)					
Occupational Code and Area		White	Black	Hispanic	Other
0	Infantry, Gun Crews, and Seamanship Specialists	24.9	21.8	24.8	20.5
1	Electronic Equipment Repairers	4.2	2.3	3.0	3.9
2	Communications and Intelligence Specialists	5.9	4.8	5.0	5.3
3	Medical and Dental Specialists	6.6	8.8	7.8	9.8
4	Other Allied Specialists	3.0	2.4	2.5	2.4
5	Functional Support and Administration	14.5	22.9	15.2	19.6
6	Electrical/Mechanical Equipment Repairers	17.8	12.6	16.8	15.6
7	Craftsmen	6.4	4.3	5.2	5.8
8	Service and Supply Handlers	9.3	13.8	11.6	11.0
9	Non-occupational*	7.5	6.5	8.2	6.3
Total		100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.					
* Non-occupational includes patients, students, those with unassigned duties and unknowns.					
Also see Appendix Table C-22 (Occupational Area by Component and Race/Ethnicity).					

Representation of women within occupations. The assignment patterns for Selected Reserve enlisted men and women in occupational areas are reflected in Table 5.15. Most National Guard and Reserve enlisted women are assigned to two occupational areas: functional support (41 percent) and medical (18 percent). Enlisted men are assigned primarily to infantry (27 percent) and electrical/mechanical equipment repair (19 percent).

The proportion of women in technical and craftsmen occupations is relatively low, as illustrated in Table 5.15. Women are three times more likely than men to serve in medical and administrative areas. Because of the proportions of prior service accessions to the Selected Reserve, changes to the distribution of women among Selected Reserve occupations will depend to a considerable extent on the occupational preferences of female accessions; the number of Active Component women in "non-traditional" skills and their willingness to join a Selected Reserve unit upon separating from active duty; and the proportion of technical skill unit vacancies.

The April 1993 policy⁷ to open more specialties and assignments to women resulted in significant new opportunities for women in both the Active and Reserve components. Comparisons between FY 1992 and 1994 already show changes in the proportion of women serving in infantry, gun crew, and seamanship specialties, from 3.7 to 8.9 percent. While the distribution of women is beginning to reflect the new policy, it will be several years before its full effects are realized in the Reserve distributions.

Table 5.15. FY 1994 Occupational Areas of Selected Reserve Enlisted Personnel by Gender (Percent)			
Occupational Code and Area		Males	Females
0	Infantry, Gun Crews, and Seamanship Specialists	26.5	8.9
1	Electronic Equipment Repairers	4.1	1.9
2	Communications and Intelligence Specialists	5.7	4.9
3	Medical and Dental Specialists	5.6	18.0
4	Other Allied Specialists	2.9	2.2
5	Functional Support and Administration	12.4	40.7
6	Electrical/Mechanical Equipment Repairers	18.5	5.4
7	Craftsmen	6.5	2.0
8	Service and Supply Handlers	10.5	9.0
9	Non-occupational*	7.4	7.1
Total		100.0	100.0
Columns may not add to total due to rounding.			
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.			
Also see Appendix Tables C-21 (Occupational Area by Component and Gender) and C-22 (Occupational Area by Component and Race/Ethnicity).			

⁷ Memorandum from Les Aspin, Secretary of Defense, Subject: Policy on the Assignment of Women in the Armed Forces, April 28, 1993.

Chapter 6

SELECTED RESERVE OFFICER ACCESSIONS AND OFFICER CORPS

This chapter describes demographic characteristics of Selected Reserve officer accessions and commissioned officers in FY 1994.¹ The force drawdown continued in FY 1994 but most of the force reductions in the Reserve Components have involved enlisted members. However, the FY 1994 officer corps is 6 percent smaller than the FY 1993 corps (139,945 and 149,430, respectively). While the USNR lost 22 percent of its FY 1993 strength, the USMCR and USAFR experienced slight gains in officer strength. On the whole, however, the Selected Reserve officer corps of FY 1994 looks similar to the officers of FY 1993. Figure 6.1 shows the Reserve Component officer corps end-strengths for FYs 1974 to 1994.

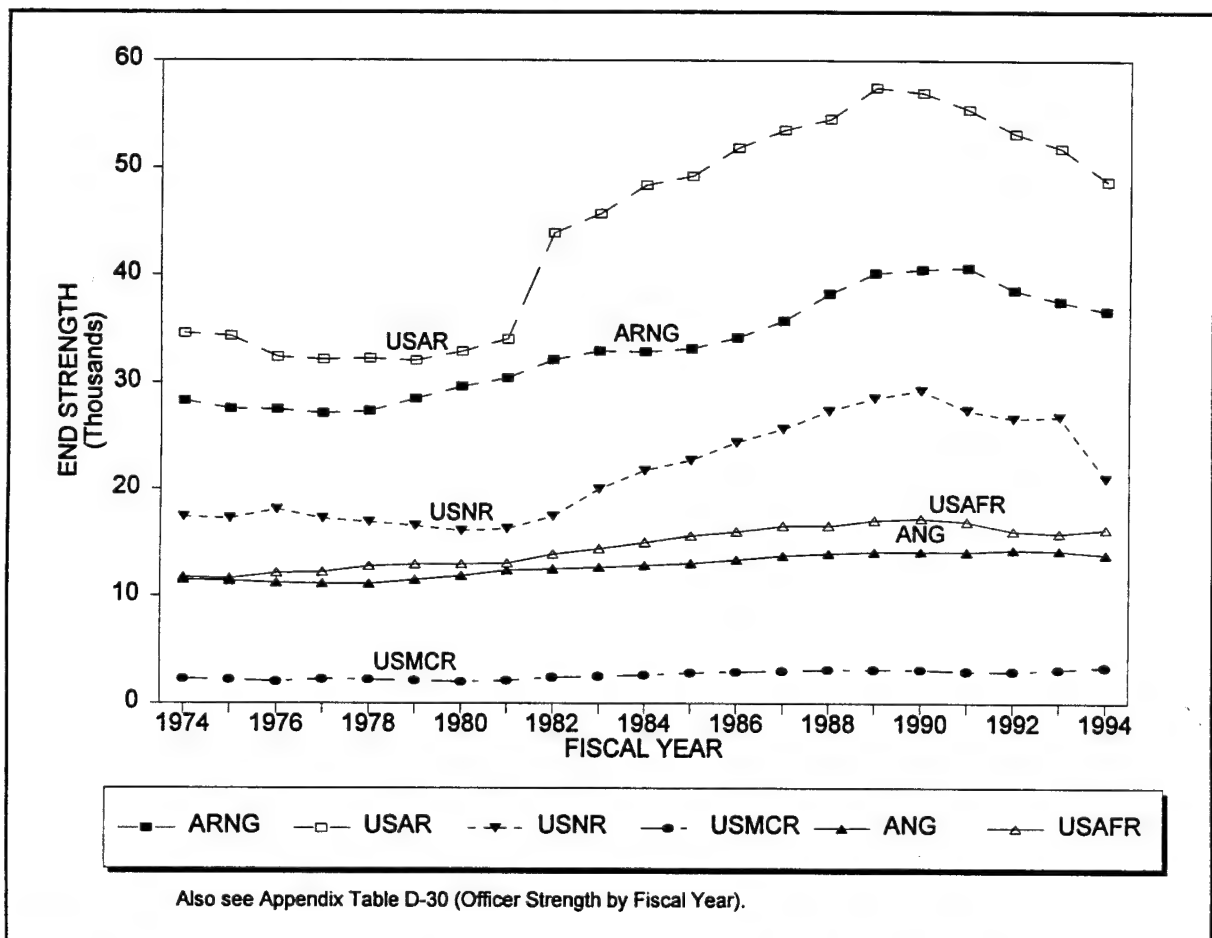


Figure 6.1. Reserve Component officer corps end-strengths, FYs 1974-1994.

¹ Data are for commissioned officers; warrant officers are excluded. A brief look at Reserve Component warrant officers is provided in Appendix Tables C-34 and C-35.

Table 6.1 compares the number and proportion of Reserve officer accessions with the officer corps. The largest proportion of Selected Reserve officers serve in the ARNG and the USAR. The two Army Reserve Components comprise 55 percent of Reserve officer accessions and 61 percent of Reserve officer strength.

Table 6.1. FY 1994 Selected Reserve Officer Accessions and Officer Corps End-Strength (Number and Percent)				
Component	Officer Accessions		Officer Corps End-Strength	
	Number	Percent	Number	Percent
Army National Guard	3,200	22.0	36,686	26.2
Army Reserve	4,814	33.1	48,800	34.9
Naval Reserve	2,861	19.7	21,021	15.0
USMC Reserve	691	4.8	3,352	2.4
Air National Guard	809	5.6	13,876	9.9
Air Force Reserve	2,182	15.0	16,210	11.6
Total	14,557	100.0	139,945	100.0
Also see Appendix Tables C-23 (Officer Accessions by Age and Component) and C-24 (Officers by Age and Component).				

Characteristics of Selected Reserve Officer Accessions and Officer Corps

Age. The differing missions and force structures of the Reserve Components affect the age composition of officers as shown in Figure 6.2. The USAR and USAFR have the largest proportions of officers aged 40 and older (53 percent, each). Conversely, the ARNG and USMCR have the smallest proportions of officers 40 or older (33 and 32 percent, respectively). The ARNG and USAR have the greatest proportions of officers aged 29 and younger (27 and 13 percent, respectively).

Recruiting policies affect the age structure of the Selected Reserve officer corps. One might expect the USMCR to have a greater proportion of younger officers than the other Reserve Components. However, this is not the case. Its policy to recruit only officers with prior military service increases the age of its officers.

Race/ethnicity. The percentages of FY 1994 Selected Reserve officer accessions and officer corps by race/ethnicity are shown in Table 6.2. The proportions of Black and Hispanic officer accessions in the Selected Reserve are comparable to the proportions in the Active Components (Blacks: Active - 7 percent, Reserve - 8 percent; Hispanics: Active - 4 percent, Reserve - 3 percent).

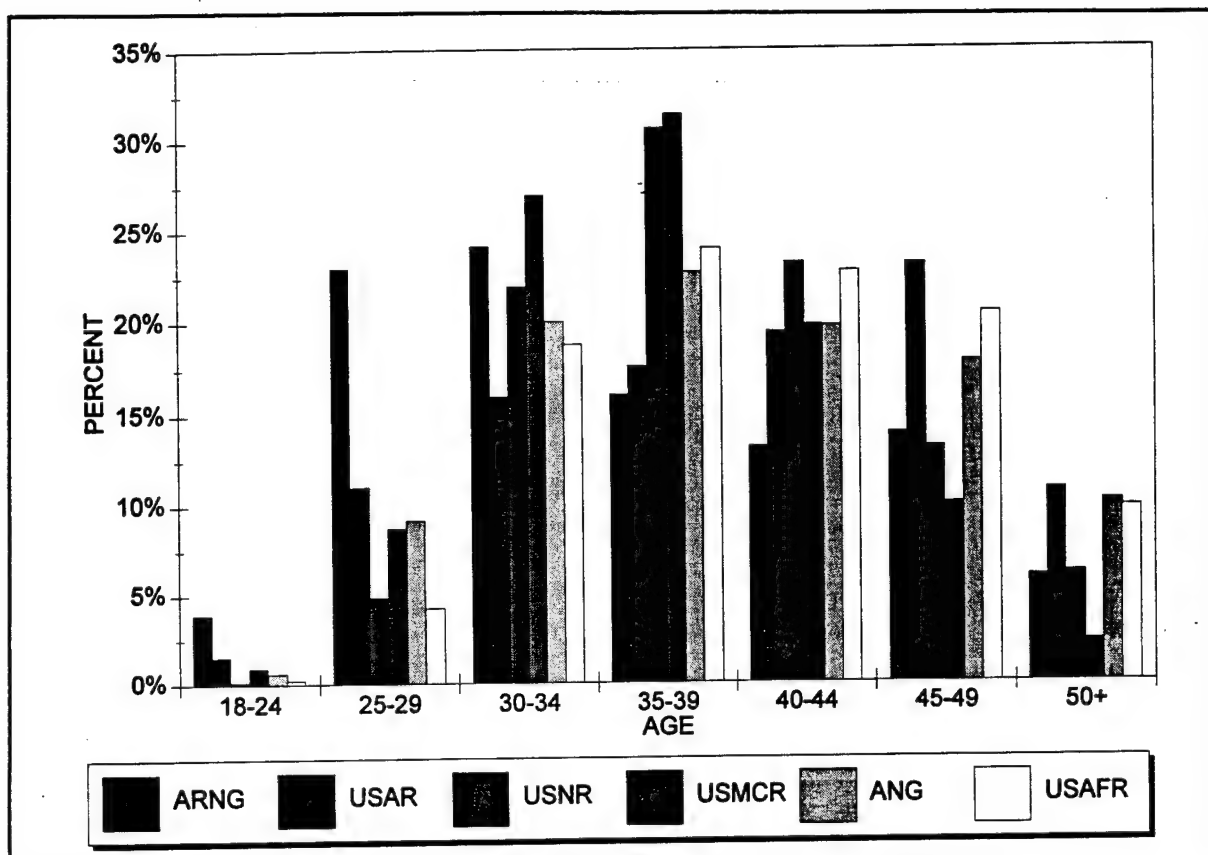


Figure 6.2. Percent of Selected Reserve officer corps by age group, FY 1994.

The Army Components of the Selected Reserve have the highest proportions of Black officers, while the USNR has the lowest. The Reserve Components differ in the proportion of officers with Hispanic backgrounds. The ARNG has the largest proportion of Hispanic officers (4 percent), the USNR the smallest (2 percent). Hispanics comprise approximately 3 percent of the officer corps in each of the other Reserve Components.

Gender. Women comprise 20 percent of Selected Reserve officer accessions and 17 percent of the Selected Reserve officer corps, as shown in Table 6.3. The proportion of Selected Reserve female officer accessions is identical to that of the Active Component (each 19 percent). However, the proportion of women in the Selected Reserve officer corps is larger than in the Active Component (16 and 13 percent, respectively).

The impact of force structure and mission diversity is again reflected in the distribution of women officers among the Reserve Components. The proportion of female officers in the USMCR is 5 percent, while 23 percent of USAR and USAFR officers are females. Reasons for this divergence are discussed in the portion of this chapter dealing with the occupational assignment of officers.

Table 6.2. FY 1994 Selected Reserve Officer Accessions and Officer Corps, by Race/Ethnicity (Percent)					
Component	White	Black	Hispanic	Other	Total
SELECTED RESERVE OFFICER ACCESSIONS					
Army National Guard	84.3	8.5	4.0	3.2	100.0
Army Reserve	76.1	11.8	3.2	9.0	100.0
Naval Reserve	82.3	3.2	1.4	13.1	100.0
USMC Reserve	90.3	5.1	2.0	2.6	100.0
Air National Guard	86.0	7.3	2.7	4.0	100.0
Air Force Reserve	87.9	5.4	2.7	4.0	100.0
Total DoD	82.1	7.9	2.8	7.2	100.0
SELECTED RESERVE OFFICER CORPS					
Army National Guard	86.5	7.3	3.9	2.3	100.0
Army Reserve	80.7	12.1	2.9	4.3	100.0
Naval Reserve	89.1	3.2	1.4	6.4	100.0
USMC Reserve	91.9	4.5	2.2	1.5	100.0
Air National Guard	91.0	4.2	2.6	2.3	100.0
Air Force Reserve	90.4	4.9	2.3	2.4	100.0
Total DoD	85.9	7.7	2.8	3.6	100.0
Rows may not add to total due to rounding. Also see Appendix Table C-27 (Race/Ethnicity by Component).					

Table 6.3. FY 1994 Selected Reserve Female Officer Accessions and Officer Corps (Percent)							
	Army National Guard	Army Reserve	Naval Reserve	USMC Reserve	Air National Guard	Air Force Reserve	DoD Total
Officer Accessions	10.1	26.8	18.7	5.9	19.5	26.7	20.1
Officer Corps	9.1	23.0	16.5	5.3	11.9	23.1	16.9
Also see Appendix Table C-25 (Gender by Component).							

Marital status. In FY 1994, the proportion of Selected Reserve officer accessions and officers who were married was higher than for enlisted members (Table 6.4). Like the Active Component, more males were married than females. As detailed in Appendix Table C-26, the proportion of married male Selected Reserve officers (73 percent) is slightly larger than the proportion of the male civilian college graduate labor force who are married (68 percent).

However, the proportion of married female Selected Reserve officers (54 percent) is lower than for their comparable female civilian college graduate labor force (66 percent).

Table 6.4. FY 1994 Married Selected Reserve Officers and Enlisted Members, by Gender, and Civilians (Percent)						
Gender	Officer Accessions	21-35 Year-Old Civilian College Graduates	Officer Corps	Civilian College Graduates in the Work Force	Enlisted	Civilian Labor Force, 17 Years and Older
Males	62.0	50.7	76.7	70.5	53.6	62.5
Females	46.9	54.6	54.4	66.0	36.7	56.5
Total	59.0	52.7	72.9	68.3	51.3	59.7
Also see Appendix Tables C-16 (Enlisted Members by Age, Marital Status, and Gender) and C-26 (Officers by Gender, Marital Status, and Component). Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1994.						

Source of commission. Each Reserve Component applies its own selection procedures for officer candidates. Many officer accessions who transfer from an Active Component already possess at least a college degree. Officer candidates who do not possess a degree undergo rigorous selection procedures, and must successfully complete an officer candidate or training school. For example, in FY 1994, 28 percent of ARNG officer accessions received their commissions through the ARNG Officer Candidate Schools (OCS) located in each state and territory; 36 percent of ANG officer accessions were commissioned through its Academy of Military Science (AMS) located in Tennessee (Table 6.5).

Table 6.5. FY 1994 Source of Commission of Selected Reserve Officer Accessions (Percent)							
Source of Commission	Army National Guard	Army Reserve	Naval Reserve	USMC Reserve	Air National Guard	Air Force Reserve	DoD Total
Academy	2.0	3.0	8.9	4.1	6.2	6.1	4.6
ROTC- Scholarship	6.2	6.5	12.4	0.0	3.2	11.6	7.9
ROTC- No Scholarship	36.6	18.3	3.2	10.7	15.2	19.5	19.0
OCS/OTS/PLC	7.6	4.2	21.4	85.2	11.4	20.3	15.0
ANG AMS/ARNG OCS	27.9	2.6	0.0	0.0	36.0	1.7	9.2
Direct Appointment	17.5	23.8	44.6	0.0	26.3	40.6	28.0
Other	1.2	3.8	4.2	0.0	1.7	0.4	2.5
Unknown	1.1	37.9	5.2	0.0	0.0	0.0	13.8
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding. Also see Appendix Table C-33 (Officers by Source of Commission and Component).							

The variance among the Reserve Components in the sources of commission is shown in Table 6.5. In the USNR, ANG, and USAFR, the largest source of commissions was through direct appointments. The overwhelming majority of USMCR officer accessions (85 percent) obtained their commissions through OCS or the Marine Corps Platoon Leader Class (PLC). PLC is a split-training program where candidates normally attend officer training in the summers after their junior and senior years of college. The Army's components rely heavily on the Reserve Officers Training Corps (ROTC), primarily without scholarships. Forty-three and 25 percent of the FY 1994 ARNG and USAR officer accessions, respectively, received their commissions from the ROTC program. A small number of officer accessions are commissioned from other programs, primarily through the aviation cadet and aviation training programs.²

Education. Significant variance is evident (Table 6.6) in the educational attainment of FY 1994 Reserve officer accessions and the officer corps. Eighty-five percent of officer accessions were college graduates. The ARNG has shown a 9-percentage-point improvement in college

Table 6.6. FY 1994 Educational Attainment of Selected Reserve Officer Accessions and Officer Corps (Percent)							
Educational Attainment*	Army National Guard	Army Reserve	Naval Reserve	USMC Reserve	Air National Guard	Air Force Reserve	DoD Total
SELECTED RESERVE OFFICER ACCESSIONS							
Less than College Graduate	31.4	13.8	0.1	2.5	24.4	6.2	15.2
College Graduate (B.A., B.S., etc.)	57.7	62.1	55.2	78.5	56.5	60.7	60.3
Advanced Degree (M.A., Ph.D., etc.)	10.9	24.1	44.7	19.0	19.1	33.0	24.5
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
SELECTED RESERVE OFFICER CORPS							
Less than College Graduate	28.9	12.1	0.1	1.7	7.6	3.1	13.2
College Graduate (B.A., B.S., etc.)	53.5	56.2	62.9	71.2	63.9	50.1	56.9
Advanced Degree (M.A., Ph.D., etc.)	17.6	31.7	37.0	27.2	28.5	46.8	29.9
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Columns may not add to total due to rounding.							
* Excludes unknowns.							
Also see Appendix Table C-28 (Education by Component).							

² For Reserve Component commissioned officer accessions, "other" sources of commission are defined as: Merchant Marine Academy, Aviation Cadet, and Aviation Training Program.

graduates since FY 1993. The USNR had the highest proportion of officer accessions with at least a college degree (99.9 percent).

The proportion of Reserve Component officers with at least an undergraduate degree is slightly higher than that of its officer accessions, particularly for the ANG. While 76 percent of ANG officer accessions have a college degree, the proportion of officers with college credentials increases to 92 percent.

Several reasons help explain why more officers have college degrees than do officer accessions. A number of Selected Reserve accessions have college credits but have not yet earned a degree when they join the Selected Reserve. Because of Service emphasis on an educated officer corps, many individuals join to take advantage of educational opportunities and education financing (e.g., the Montgomery G.I. Bill), and many non-degreed officers complete their college education while serving in the Selected Reserve.

Representation within occupations. The distribution of officers across occupational areas is shown in Table 6.7 for both the Active and Reserve Components. The largest proportions of Reserve Component officers (56 percent) and Active Component officers (58 percent) are assigned to tactical operations and health care positions. However, due to assigned missions, the Reserve Components have a smaller proportion than the Active Components in tactical operations (35 and 39 percent, respectively), but a greater proportion of officers in health care (21 and 19 percent, respectively).

Table 6.7. FY 1994 Occupational Areas of Active and Selected Reserve Officer Corps (Percent)		
Occupational Area	Active Components	Reserve Components
General Officers and Executives	0.4	0.4
Tactical Operations	39.0	34.5
Intelligence	4.9	5.1
Engineering and Maintenance	12.1	10.5
Scientists and Professionals	4.8	5.4
Health Care	18.6	21.3
Administration	6.7	8.7
Supply, Procurement, and Allied Occupations	8.7	9.5
Non-Occupational*	4.9	4.6
Total	100.0	100.0
Columns may not add to total due to rounding.		
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.		
Also see Appendix Tables C-30 (Occupational Area by Component) and B-27 (Occupational Area by Service).		

Differences in occupational assignment among the Reserve Components are shown in Table 6.8. With the exception of USAR, the largest proportion of officers in each component is in tactical operations. The ARNG and USMCR have the greatest proportions of officers in tactical operations (49 and 56 percent, respectively). The USAR and USAFR have the smallest proportions of officers in tactical operations (24 and 28 percent, respectively).

Many Selected Reserve officers are health care professionals. The USAR has the greatest proportion of officers in health care occupations (31 percent). Health care comprises the second largest percentage of officers in the ARNG, USNR, and USAFR (11, 21, and 27 percent, respectively). Fourteen percent of ANG officers are assigned to health care positions.

Table 6.8. Comparison of FY 1994 Occupational Area Distribution of Officers by Active and Reserve Component (Percent)									
Active and Reserve Components	Occupational Area*								
	0	1	2	3	4	5	6	7	8
ARMY									
Active Component	0.5	38.9	6.9	9.8	3.9	22.5	6.1	10.2	1.3
Army National Guard	0.5	49.1	2.4	8.7	3.3	10.9	7.0	10.0	8.2
Army Reserve	0.2	23.6	4.6	8.5	6.9	31.0	9.2	11.1	5.1
NAVY									
Active Component	0.4	39.8	3.5	9.8	4.0	20.0	5.2	6.4	11.0
Naval Reserve	0.2	32.0	10.8	14.3	3.9	20.7	8.7	7.7	1.7
MARINE CORPS									
Active Component	0.4	55.1	3.6	6.6	2.9	0.0	6.6	11.7	13.0
USMC Reserve	0.3	56.3	4.5	6.4	5.5	0.0	7.3	14.5	5.2
AIR FORCE									
Active Component	0.4	35.4	4.4	16.8	6.7	17.6	8.2	8.5	2.1
Air National Guard	0.9	41.3	2.4	15.0	4.0	14.3	13.4	6.2	2.6
USAF Reserve	0.5	27.6	7.7	12.3	9.2	27.0	7.3	8.2	0.3
* Occupational Area Codes: 0=General Officers, 1=Tactical Operations, 2=Intelligence, 3=Engineering and Maintenance, 4=Scientists and Professionals, 5=Health Care, 6=Administrators, 7=Supply, Procurement, and Allied, 8=Non-occupational.									

Representation of women within occupations. The occupational assignments by gender of Selected Reserve officers are shown in Table 6.9. More than half (57 percent) of all female officers are assigned to health care positions and 14 percent to administration positions. As indicated in Appendix Table C-31, the assignment of women into officer occupational areas differs by component. Across the components, 57 percent of female officers serve in health care positions, ranging from 36 percent in the ARNG to 65 percent in the USAR. One percent of USAR female officers hold tactical operations positions compared to 8 percent in the ANG. As

in the Selected Reserve enlisted force, reasons for this distribution include the differing missions of each component; the occupational preferences of female officers; the number of Active Component female officers possessing such skills who join a Selected Reserve unit after separation from active duty; the proportion of technical skill unit vacancies; and direct ground combat exclusion policies.

Table 6.9 FY 1994 Occupational Areas of Selected Reserve Officer Corps, by Gender (Percent)			
Occupational Area	Male	Female	Total
General Officers and Executives	0.5	*	0.4
Tactical Operations	40.9	3.3	34.5
Intelligence	5.2	4.7	5.1
Engineering and Maintenance	11.3	6.1	10.5
Scientists and Professionals	6.1	2.4	5.4
Health Care	14.0	57.2	21.3
Administration	7.6	14.0	8.7
Supply, Procurement, and Allied Occupations	9.7	8.9	9.5
Non-Occupational**	4.8	3.4	4.6
Total	100.0	100.0	100.0
Columns may not add to total due to rounding.			
* Less than one-tenth of one percent.			
** Non-occupational includes patients, students, those with unassigned duties, and unknowns.			
Also see Appendix Table C-31 (Occupational Area by Component and Gender).			

Representation of minorities within occupations. An overview of the distribution of Selected Reserve officers by race/ethnicity is provided in Table 6.10. More than half of Whites, Hispanics, and "Others" serve in either tactical operations or health care occupations. The largest proportions of White and Hispanic officers are in tactical operations (36 and 32 percent, respectively); the largest percentages of Black and "Other" racial category officers are in health care occupations (28 and 32 percent, respectively).

As detailed in Appendix Table C-32, there are race/ethnicity differences among Reserve Components by occupational areas. In tactical operations, the greatest differences are in the ANG (43 percent of Whites compared to 18 percent of Blacks). In the health care occupations, the largest diversity is in the USAFR where 47 percent of "Other" racial categories, 42 percent of Blacks, and 31 percent of Hispanics serve in health care, compared to 25 percent of Whites.

Table 6.10. FY 1994 Occupational Areas of Selected Reserve Officer Corps, by Race/Ethnicity (Percent)

Occupational Area	White	Black	Hispanic	Other	Total
General Officers and Executives	0.4	0.2	0.4	0.1	0.4
Tactical Operations	36.2	20.9	32.4	25.8	34.5
Intelligence	5.4	2.3	3.8	5.3	5.1
Engineering and Maintenance	10.4	10.7	11.1	10.6	10.5
Scientists and Professionals	5.7	3.6	3.5	4.0	5.4
Health Care	20.3	27.7	21.8	32.2	21.3
Administration	8.2	13.9	10.9	7.7	8.7
Supply, Procurement, and Allied Occupations	9.0	15.3	11.6	8.0	9.5
Non-Occupational*	4.4	5.5	4.7	6.4	4.6
Total	100.0	100.0	100.0	100.0	100.0

Columns may not add to total due to rounding.

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Also see Appendix Table C-32 (Occupational Areas by Component and Race/Ethnicity).

Chapter 7

SOCIOECONOMIC STATUS OF ENLISTED ACCESSIONS

Differing viewpoints on the socioeconomic status of accessions have been the basis for serious debates regarding the viability of the all-volunteer force. While the concern that the volunteer military would recruit primarily from the lower economic and social levels does not appear to be true,¹ it is important to understand the socioeconomic composition of the military. This chapter reviews issues surrounding these aspects of the military and provides data on the social background of FY 1994 recruits.

Socioeconomic Status in Perspective

Imbalances in socioeconomic representation in the military often have been a controversial social and political issue. In debate over the establishment of the volunteer force, opponents argued that it would lead to a military composed of those from poor and minority backgrounds, forced to turn to the military as an employer of last resort. Some critics anticipated that the consequences would be not only inequitable, but dangerous. They argued that by recruiting primarily from an underclass, the volunteer force would create a serious cleavage between the military and the rest of society.²

The belief that the enlisted military drew recruits primarily from lower socioeconomic groups was a major element in proposals for either a return to conscription or some form of national service program that would draw all classes into military or civilian service. The philosophical basis for these proposals was the conviction that all social classes should contribute their share to the national defense. A 1988 report by the Democratic Leadership Council stated, "We cannot ask the poor and under-privileged alone to defend us while our more fortunate sons and daughters take a free ride, forging ahead with their education and careers."³

Many of the assertions about the class composition of the military have been based on impressions and anecdotes rather than on empirical data. Analysis of Vietnam era veterans indicated that individuals of high socioeconomic status comprise about half the proportion of draftees compared to their representation in the overall population.⁴ Three systematic analyses

¹ Cooper, R.V.L., *Military Manpower and the All-Volunteer Force* (Santa Monica, CA: RAND Corporation, 1977).

² See, for example, Janowitz, M., "The All Volunteer Military as a Socio-Political Problem," *Social Problems* (February 1975), pp. 432-449.

³ Democratic Leadership Council, *Citizenship and National Service: A Blueprint for Civic Enterprise* (Washington, DC: May 1988), p. 25.

⁴ Boulanger, G., "Who Goes to War?" in A. Egendorf, C. Kadushin, R.S. Laufer, G. Rothbart, and L. Sloan (Eds.), *Legacies of Vietnam: Comparative Adjustment of Veterans and Their Peers, Vol. 4. Long-term Stress Reactions: Some Causes, Consequences, and Naturally Occurring Support Systems* (Washington, DC: U.S. Government Printing Office, 1981), pp. 494-515.

of the socioeconomic composition of accessions during the volunteer period suggest that little has changed with the all-volunteer force. All found that members of the military tended to come from backgrounds that were somewhat lower in socioeconomic status than the U.S. average, but that the differences between the military and the comparison groups were relatively modest.⁵ These results have been confirmed in recent editions of this report, which portray a socioeconomic composition of enlisted accessions similar to the population as a whole, but with the top quartile of the population underrepresented.⁶ While the socioeconomic status of recruits is slightly lower than the general population, today's recruits have higher levels of education, measured aptitudes, and reading skills than their civilian counterparts.

Operation Desert Shield revived concerns that Blacks would bear a disproportionate share of fighting and dying in future wars. The Chairman of the House Committee on Armed Services stated, "The...Committee spent some considerable time on this [issue] and came to a rather surprising conclusion about it. It's not true."⁷ A related report concluded that the volunteer system provided quality enlistees; that minorities would not bear a much heavier burden of combat; and that a draft would neither be as fair nor produce a force as high in quality as the current system.⁸ The report indicated that a draft would lead to a less educated, less motivated, and less competent force, even though it might be more representative of the upper and lower social strata.

Defining Socioeconomic Status

Although the term "socioeconomic status" is used frequently, there is no general consensus regarding how to define and measure this construct. Often, measures cited in the literature are those of convenience or availability (e.g., race, zip code). In general, socioeconomic status is defined as an indicator of economic and social position.⁹

⁵ See (1) Cooper, R.V.L., *Military Manpower and the All Volunteer Force* (Santa Monica, CA: RAND Corporation, 1977), pp. 223-250; (2) Fredland, J.E. and Little, R.D., *Socioeconomic Characteristics of the All Volunteer Force: Evidence from the National Longitudinal Survey, 1979* (Annapolis, MD: U.S. Naval Academy, 1982); (3) Fernandez, R.L., *Social Representation in the U.S. Military* (Washington, DC: Congressional Budget Office, October 1989).

⁶ See *Population Representation in the Military Services* for fiscal years 1991-1993.

⁷ Aspin, L., Chairman, House Committee on Armed Services, *The All Volunteer Force: Assessing Fairness and Facing the Future*, before the Association of the U. S. Army, Crystal City, VA, April 26, 1991.

⁸ Aspin, L., *All Volunteer: A Fair System, A Quality Force* (Washington, DC: Chairman, House Committee on Armed Services, April 26, 1991).

⁹ Stawarski, C.A. and Boesel, D., *Representation in the Military: Socioeconomic Status* (Alexandria, VA: Human Resources Research Organization, 1988).

Research suggests that occupation is the best single indicator of socioeconomic position.¹⁰ However, including additional information, such as education and income, can increase explained variance in the measure of social class. In addition, different items may assess unique dimensions of socioeconomic status, which together may represent the construct more completely.¹¹ The variables traditionally used to assess social standing are education, occupation, and income; additional measures include employment status, possessions, and presence of reading materials in the home.¹²

Measuring Socioeconomic Status

Socioeconomic representation has been included in the annual *Population Representation in the Military Services* since the FY 1986 report. However, there were no reliable socioeconomic data to report at that time. Available data included the zip code of a recruit's current address and associated statistics from census data. While this type of data is useful for demographic trend analysis and advertising and marketing analysis, it is not reliable for comparing socioeconomic representation in the military to that of the general population. For example, applicants and recruits may not come from the background indicated by the zip code for their current address (i.e., these individuals may move away from home to go to college or to work).¹³

The Survey of Recruit Socioeconomic Backgrounds, first administered in March 1989, is currently administered on a continuing basis at recruit training centers. Participants answer questions about their parents' education, employment status, occupation, and home ownership. While income is a widely used measure of socioeconomic status, research provides evidence that recruit-aged youth are not accurate at estimating their parents' income.¹⁴ Thus, home ownership is included as a proxy for income.

Several researchers have devised a summary statistic for socioeconomic status.¹⁵ The socioeconomic index (SEI), derived from predicted prestige scores based on levels of income and education within occupations, is another means of defining socioeconomic status. SEI scores can be calculated using occupational information reported in the survey. In this report, the two most recent index scores are used -- one for the total population and one for the male population.

¹⁰ Powers, M.G., "Measures of Socioeconomic Status: An Introduction," in M.G. Powers (Ed.), *Measures of Socioeconomic Status: Current Issues* (Boulder, CO: Westview, 1981), pp. 1-28.

¹¹ Nam, C.B. and Terrie, E.W., "Measurement of Socioeconomic Status from United States Census Data," in M.G. Powers (Ed.), *Measures of Socioeconomic Status: Current Issues* (Boulder, CO: Westview, 1981), pp. 29-42.

¹² Department of Defense, *Population Representation in the Military Services: Fiscal Year 1986* (Washington, DC: Office of the Assistant Secretary of Defense [Force Management and Personnel], 1987).

¹³ Ibid.

¹⁴ Ibid.

¹⁵ Stevens, G. and Cho, J.H., "Socioeconomic Indices and the New 1980 Census Occupational Classification Scheme," *Social Science Research*, 14 (1985), pp. 142-168.

Each year, the Survey of Recruit Socioeconomic Backgrounds is administered to randomly selected recruits. In FY 1994, the survey was given to both active duty and Reserve Component recruits without prior military experience. Approximately 15,200 active duty and 4,000 Reserve Component enlisted accessions provided information on the marital status, education, employment, and occupation of their parents. The survey requested information on the parents with whom the recruit was last living, whether they were biological parents, stepparents, or other legal guardians. Throughout this discussion, these will be referred to as "recruit or DoD parents."

For civilians, similar information is collected by the Bureau of Census. These measures include marital status, highest level of education, home ownership, employment status, and occupation. For comparison, information is provided for parents of civilian youth between the ages of 14 and 21, inclusive, who were living at home. These data are taken from the Current Population Survey (CPS), an ongoing survey conducted by the Bureau of the Census for the Bureau of Labor Statistics.¹⁶ They will be referred to as "CPS parents."

Comparisons between DoD and CPS parents should be tempered by the fact that the DoD group does not include officer accessions. Since Active Component officer accessions represent nearly 7 percent of total Active Component accessions, adding officer socioeconomic measures could produce a moderate change in the overall DoD results. However, for most of the variables reported in this section, including officer data would produce little change in the reported values, because the civilian and military distributions are quite similar. Specific areas in which adding officer data might change the comparisons will be noted in the following discussion.

Socioeconomic Status of Enlisted Accessions and Civilians

The remainder of this chapter presents the results of the 1994 recruit survey and comparison data from the CPS. These data provide several measures of socioeconomic status, including the SEI scores.

Marital status. About 89 percent of recruit fathers and 73 percent of recruit mothers were married at the time of the recruits' enlistment, as were most of the CPS parents (Table 7.1). Active duty and Reserve Component parents were equally likely to be married. CPS fathers were slightly more likely to be married than fathers of recruits. For both CPS and recruit populations, mothers were less likely to be married than fathers. That is, for both populations, children were more likely to be living with single mothers than with single fathers. Mothers of Air Force recruits were somewhat more likely to be married than mothers of other recruits; in fact, the Air Force mothers were more likely to be married than were CPS mothers.

¹⁶ To facilitate comparison between the military and civilian data sets, the CPS data were weighted to match the military data in terms of age. CPS sample weights were ratio-adjusted to age distributions, in 5-year intervals, of recruits' parents. Consequently, the adjusted CPS data contain the same percentage of parents in a specific gender and age group (e.g., male parents age 40-44) as the military data set. When sample sizes are large, small differences in magnitude can be statistically significant. For comparisons between DoD and CPS parents, any difference greater than about one percentage point is statistically significant; the comparable figure for comparisons between Services or between active duty and Reserve Components is 3 percent.

Table 7.1. Married Parents, by Gender of Parent and Service, of FY 1994 NPS Recruits with Civilian Comparison Group (Percent)								
	Active Component				DoD Subtotal		Total	
Gender of Parent	Army	Navy	Marine Corps	Air Force	Active Duty	Guard/ Reserve	DoD	CPS
Male	88.1	88.7	88.9	90.6	88.9	87.9	88.6	90.9
Female	72.3	72.8	73.0	77.2	73.4	73.3	73.4	73.9
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993 - September 1994.								

Education. CPS parents are somewhat better educated than DoD parents (Table 7.2). CPS fathers are more likely to be college graduates than DoD fathers (29 percent for CPS and 22 percent for DoD), more likely to have at least some college (54 percent vs. 48 percent), and more likely to have graduated from high school (86 percent vs. 83 percent). Differences between the

Table 7.2. Education of Parents, by Gender and Service, of FY 1994 NPS Recruits with Civilian Comparison Group (Percent at Each Education Level)								
	Active Component				DoD Subtotal		Total	
Highest Level of Education	Army	Navy	Marine Corps	Air Force	Active Duty	Guard/ Reserve	DoD	CPS
FATHERS								
Less than HS Graduate	18.1	15.6	20.3	13.2	16.9	18.9	17.4	14.5
HS Graduate	35.5	33.9	35.8	34.1	34.8	33.6	34.5	31.9
Some College (No 4-Yr. Degree)	26.5	27.6	24.1	30.8	27.2	25.1	26.6	25.0
College Graduate*	19.9	23.0	19.8	21.9	21.2	22.4	21.5	28.6
MOTHERS								
Less than HS Graduate	19.1	16.9	19.8	14.6	17.8	18.0	17.8	15.1
HS Graduate	37.6	36.7	38.7	40.3	38.0	38.2	38.0	37.8
Some College (No 4-Yr. Degree)	27.0	28.5	25.8	30.0	27.7	27.1	27.6	27.2
College Graduate*	16.3	17.9	15.8	15.0	16.5	16.6	16.5	19.9
Columns may not add to 100 percent due to rounding.								
* College graduate includes "greater than college graduate" level.								
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993 - September 1994.								

DoD and CPS mothers are in the same direction, but smaller than the differences between the fathers. Nearly 20 percent of CPS mothers have graduated from college, compared with 17 percent of DoD mothers. Similarly, CPS mothers are more likely to have at least some college (47 percent vs. 44 percent), and more likely to have graduated from high school (85 percent vs. 82 percent) than their DoD counterparts.

The education level most representative of both DoD and CPS parents is high school graduate, encompassing over one-third of fathers and nearly two-fifths of mothers. For both DoD and CPS parents, fathers are somewhat more educated than mothers. A greater proportion of fathers are college graduates (22 percent for DoD and 29 percent for CPS) than mothers (17 percent for DoD and 20 percent for CPS), while fewer fathers (35 percent for DoD and 32 percent for CPS) than mothers (38 percent for both DoD and CPS mothers) have a high school diploma as their highest educational attainment.

There are no significant differences in the education of Active and Reserve Component parents. Within the Active Components, there are several differences among the Services. Fathers of Air Force and Navy recruits tend to have higher levels of education than fathers of the other recruits. They were more likely to have attended college, and less likely to have less than a high school diploma. Specifically, 51 percent of Navy fathers and 53 percent of Air Force fathers have had at least some college; comparable numbers are 46 percent for the Army, and 44 percent for the Marine Corps. The same pattern of results holds for the mothers, but the differences are smaller, and some are too small to be considered significant.

The socioeconomic status of children and adolescents is closely related to mothers' education, fathers' education, average family income, and fathers' occupational status. Analysis of data collected for the Profile of American Youth study showed that mothers' education approximated the effects of all four variables.¹⁷ Thus, the measure of recruit mothers' education becomes important as an indicator of high-quality recruits. Approximately 16 percent of recruit mothers earned a college degree or better; an additional 28 percent accrued some college credits.

Home ownership. The percentage of both CPS mothers and fathers who own homes is higher than for those in the Armed Services (Table 7.3). Although there are no differences between the parents of Active and Reserve Component accessions, within the active duty Service categories both mothers and fathers are more likely to own their home if their child enlisted into the Air Force rather than one of the other Services. CPS parents are less likely than DoD parents to have housing arrangements other than buying or renting. Finally, both DoD and CPS fathers are more likely to own their home than mothers.

¹⁷ Office of the Assistant Secretary of Defense (Manpower, Reserve Affairs, and Logistics), *Profile of American Youth: 1980 Nationwide Administration of the Armed Services Vocational Aptitude Battery* (Washington, DC, March 1982), pp. 40-42.

Table 7.3. Home Ownership Status of Parents, by Gender and Service, of FY 1994 NPS Recruits with Civilian Comparison Group (Percent)								
	Active Component				DoD Subtotal		Total	
Residence	Army	Navy	Marine Corps	Air Force	Active Duty	Guard/ Reserve	DoD	CPS
FATHERS								
Own	75.9	77.2	75.2	79.7	76.8	78.0	77.1	82.2
Rent	19.0	17.9	20.1	15.0	18.2	16.8	17.8	16.6
Other	5.1	4.9	4.7	5.3	5.0	5.1	5.0	1.2
MOTHERS								
Own	70.0	70.9	69.8	74.5	71.0	71.7	71.2	74.7
Rent	25.1	24.4	25.2	20.5	24.1	23.8	24.0	24.1
Other	4.9	4.7	5.0	5.0	4.9	4.5	4.8	1.2
Cells may not sum to 100 percent due to rounding. Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993 - September 1994.								

Employment status. DoD recruit mothers are slightly more likely to be employed than CPS mothers.¹⁸ Otherwise, employment rates are very similar across Services and components, although a higher percentage of both DoD and CPS fathers are employed than mothers. Table 7.4 reports, by Service, the rates of fathers and mothers who are employed. An explanation of levels of employment, particularly those for fathers, is in order. In the CPS, the civilian labor

Table 7.4. Employed Parents, by Gender and Service, of FY 1994 NPS Recruits with Civilian Comparison Group (Percent)								
	Active Component				DoD Subtotal		Total	
Gender of Parent	Army	Navy	Marine Corps	Air Force	Active Duty	Guard/ Reserve	DoD	CPS
Male	87.8	89.0	88.9	90.0	88.7	87.7	88.5	87.8
Female	74.2	76.3	74.6	75.8	75.2	75.5	75.3	71.2
DoD percentages exclude "no longer living" and "don't know" responses. Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993 - September 1994.								

¹⁸ The recruit survey asks recruits whether the parent is currently working at a paid job, in a business, or on a farm, while the CPS asks whether the individual was employed in the last week. Thus, comparisons of employment rates from the two data sets must be interpreted with caution.

force is defined as all employed and unemployed civilians 16 years and over.¹⁹ Unemployed, however, is limited to those civilians who made a specific effort to find a job within the past four weeks. All other persons are "not in the labor force." For this report, civilian comparison employment computations are based on all parents in the non-institutional population, including those not in the labor force.²⁰ The three employment categories (employed, unemployed, not in the labor force) are included because recruits' parents represent the total population, not just the defined "labor force."

Table 7.5. Parents of FY 1994 Active Component NPS Recruits in Each Occupational Category, by Gender, with Civilian Comparison Group (Percent)						
Occupation*	Fathers			Mothers		
	Active	Reserve	CPS	Active	Reserve	CPS
Executive, Administration, & Managerial	11.6	11.5	17.8	8.8	6.9	12.2
Professional	9.2	9.9	13.7	14.4	14.8	18.1
Technicians & Related Services	3.3	2.7	2.5	4.0	3.9	3.7
Sales	7.5	6.9	10.5	10.8	10.2	9.8
Clerical & Administrative Support	5.3	5.0	5.0	27.9	27.7	26.5
Protective Services	4.3	4.0	2.8	0.8	0.9	0.6
Other Service Occupations	4.2	3.8	4.2	19.0	20.3	16.0
Farming, Forestry, & Fishing	3.4	3.9	3.8	0.9	1.3	1.4
Precision Production, Craft, & Repair	26.7	27.1	21.1	3.4	3.8	2.5
Machine Operators	6.7	7.7	7.3	5.3	4.9	6.1
Transportation	9.7	10.8	7.8	1.4	1.4	1.4
Handlers, Helpers, Laborers	4.5	3.9	3.5	2.8	3.5	1.7
Military	3.6	2.7	**	0.4	0.3	**
Columns may not sum to 100 percent due to rounding.						
* Those not classified (13.2% of male parents and 24.1% of female parents) are excluded.						
** Less than one-tenth of one percent.						
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993 - September 1994.						

¹⁹ See *Bureau of the Census, Statistical Abstract of the United States: 1992* (Washington, DC: Government Printing Office, 1992), p. 378, for a detailed explanation of labor force employment categories and the component parts of each category.

²⁰ Approximately 7 percent of recruits' fathers, 15 percent of recruits' mothers, 9 percent of CPS fathers, and 25 percent of CPS mothers were reported as "not in the labor force."

Occupation.²¹ Table 7.5 compares the occupations of recruit and CPS parents. These data show that recruit fathers and mothers are underrepresented in executive and management occupations, and in professional occupations. Recruit fathers are also underrepresented in sales occupations. There are no significant differences in the occupations of Active and Reserve Component parents. Including data from officer accessions, if it were available, could raise the representation of executive and professional occupations within DoD, reducing the discrepancy somewhat. However, it is quite unlikely that the addition of officer accession data would eliminate the differences.

DoD parents are overrepresented in a number of craftsmen and blue-collar occupations. Specifically, DoD fathers are more likely than their civilian counterparts to have occupations in protective services; precision production, craft and repair; transportation; and the military.²² DoD mothers are more frequently employed in other service occupations, and as handlers, helpers, and laborers than CPS mothers.

Socioeconomic index scores. Socioeconomic index scores reflecting the education, income, and prestige associated with different occupations were computed from responses to DoD and CPS surveys. Stevens and Cho²³ developed such scores for each 3-digit occupation code in the 1980 Census, revising earlier work by Duncan, and Featherman et al.²⁴ Two sets of scores were developed – one for the total labor force and one for the male labor force, called the Total Socioeconomic Index (TSEI) and the Male Socioeconomic Index (MSEI), respectively. As there is no female-specific socioeconomic index, TSEI scores are reported for CPS and DoD mothers, while MSEI scores are reported for all fathers. The 1990 Census made several changes in the occupational codes. In order to use the TSEI and MSEI indices, which are based on the 1980 codes, we translated all changed occupational codes to the equivalent values in the earlier coding system.

The occupational data in Table 7.5 show that DoD parents are underrepresented in certain high-prestige occupational categories, such as executive and professional. Socioeconomic index scores summarize the differences in prestige that are associated with occupational differences.

²¹ To determine occupation, recruits provided open-ended descriptions of their parents' jobs. CPS respondents answered similarly about their own primary occupation. The descriptions were manually coded to 3-digit Census occupation codes, which were then collapsed into 13 major Census categories.

²² Differences in the number of parents in the military are due, at least in part, to differences in the way these occupations are coded in the military and civilian surveys. In the CPS data, an occupation is assigned a military code only if the military job cannot be classified in another occupational category. In the DoD data, all parents in the military are assigned a military occupational code.

²³ Stevens, G. and Cho, J.H., "Socioeconomic Indices and the New 1980 Census Occupational Classification Scheme," *Social Science Research*, 14 (1985), pp. 142-168.

²⁴ See Duncan, O.D., "A Socioeconomic Index for All Occupations," in A.J. Reiss, Jr. (Ed.), *Occupations and Social Status* (New York: Free Press, 1981), pp. 139-161; Featherman, D.L., Jones, F.L., and Hauser, R.M., "Assumptions of Social Mobility Research in the U.S.: The Case of Occupational Status," *Social Science Research*, 4 (1985), pp. 329-360.

Each occupational category includes a variety of jobs with different levels of prestige. The socioeconomic indices are based on individual occupations, so that a certain range of index values includes occupations of similar prestige across different occupational areas.

The MSEI scores range from 13 to 89 for DoD fathers, and from 12 to 89 for CPS fathers. Figure 7.1 shows the distribution of MSEI scores for active duty, Reserve Component, and CPS fathers. In general, both Active and Reserve Component fathers are overrepresented in the occupations with an MSEI less than 50, and underrepresented in the occupations with an MSEI greater than 50. However, DoD fathers are underrepresented in the occupations in the lowest MSEI category.

The lines in Figure 7.1 are the active duty and reserve representation ratios for the MSEI ranges. That is, each line shows the ratio of the percentage of DoD fathers (either active duty or Reserve Component) in the range to the percentage of CPS fathers in the range. A representation ratio of greater than 1.0 for an MSEI category indicates a greater proportion of DoD parents in the category, compared to CPS parents, while a ratio of less than 1.0 indicates fewer DoD parents in the category, compared to CPS parents. The magnitude of the representation ratio indicates the extent to which the DoD and CPS distributions differ.

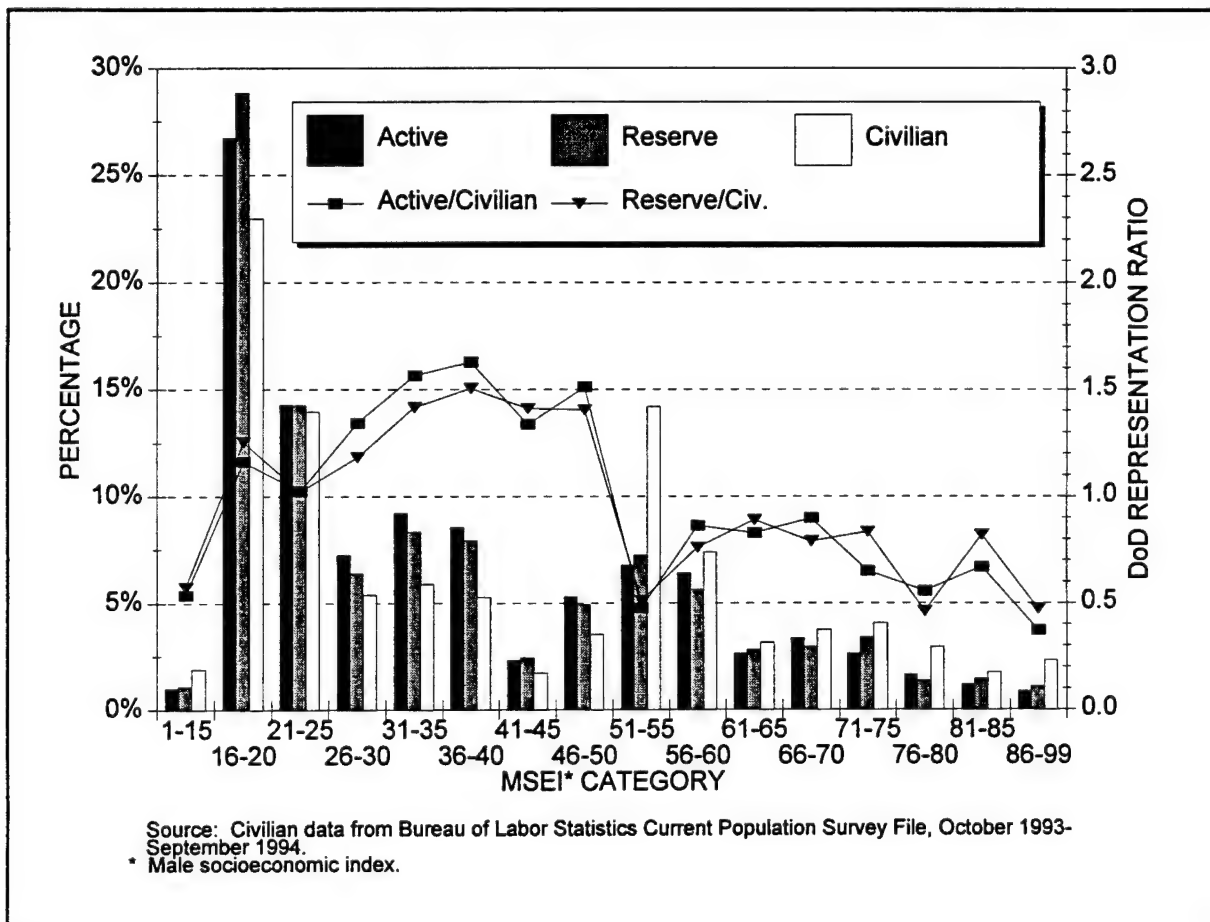


Figure 7.1. MSEI distribution for DoD and CPS fathers with DoD representation ratio.

The representation ratios for active duty and Reserve Component fathers are nearly identical; consequently, they will be described together. DoD fathers are substantially underrepresented in both the highest and lowest MSEI categories, with representation ratios of 0.5 and 0.4, respectively, for active duty fathers. In addition, the representation ratio is 0.5 for the range of MSEI from 51 to 55. Examination of the CPS data in this range showed that the large proportion of CPS fathers in this range have occupations in just two categories: managers and administrators, and supervisors and proprietors for sales occupations. These two occupational categories represent over 15 percent of CPS fathers, while they are only 8 percent of DoD fathers. The DoD representation ratio has a maximum value of 1.6 in the range MSEI between 36 and 40.

Mothers' TSEI scores range from 14 to 90 for both DoD and CPS mothers. As shown in Figure 7.2, differences between the DoD and CPS mothers are similar to those for the fathers; DoD mothers are generally overrepresented in occupations with lower TSEI values, and underrepresented in occupations with higher values. As was the case for fathers, the representation ratio is nearly the same for Active and Reserve Component mothers, with the exception of the highest TSEI category for which the representation ratio is 1.0 for active duty mothers and 0.4 for Reserve Component mothers. However, these ratios are based on a very small percentage of the sample, less than 0.5 percent, and consequently, do not represent an important difference.

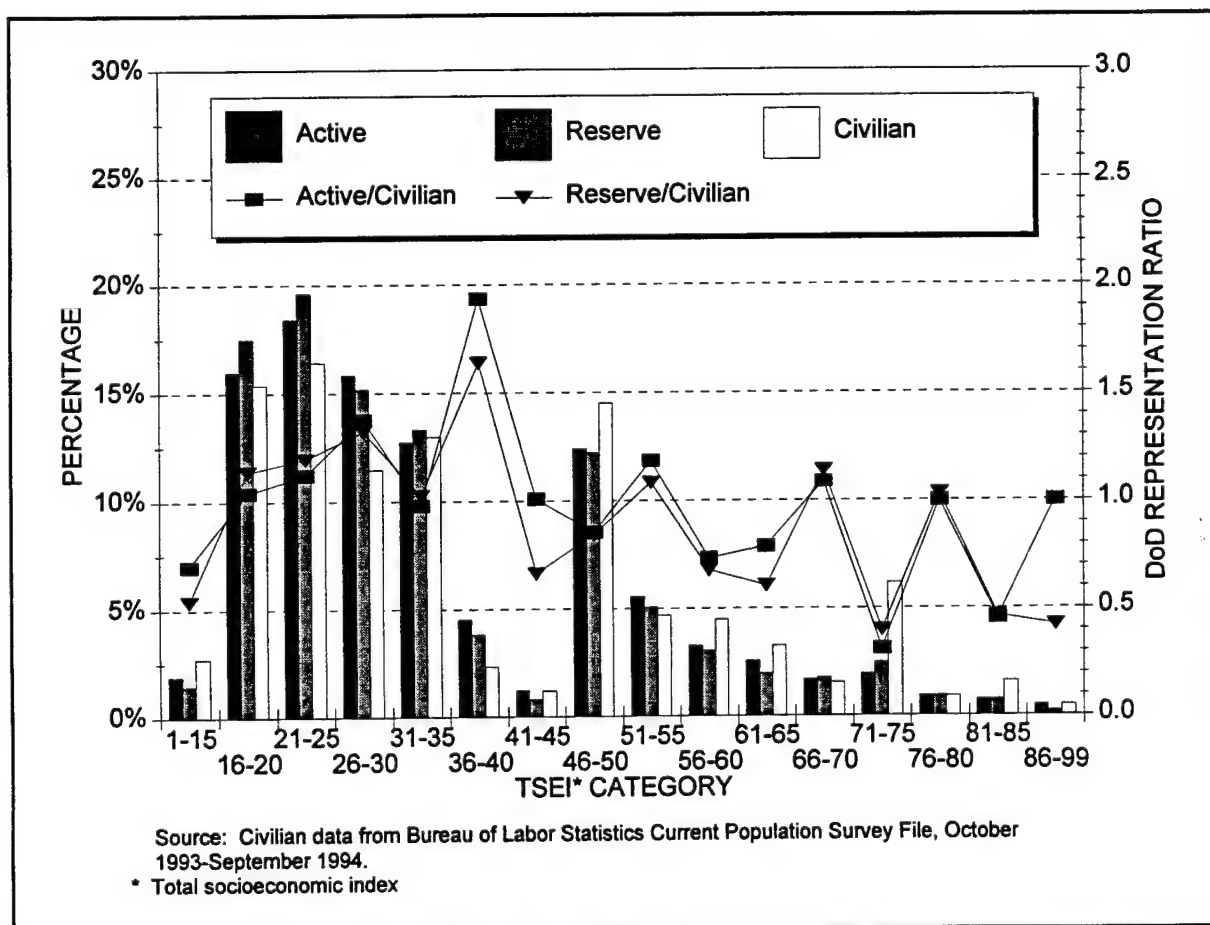


Figure 7.2. TSEI distribution for DoD and CPS mothers with DoD representation ratio.

Two extreme values of the representation ratio deserve further analysis. Nearly twice the proportion of active duty mothers have occupations with a TSEI between 36 and 40 than CPS mothers (1.9 representation ratio). A closer examination of this difference indicated that it is due primarily to a single job category, general office supervisors. Nearly 3 percent of active duty mothers have this occupation, while fewer than 1 percent of CPS mothers do. In addition, a large proportion of CPS mothers receive a TSEI index in the range from 71 to 75. The high proportion of CPS mothers in this category is due primarily to two occupations, elementary school teacher and secondary school teacher, which together comprised over 5 percent of the CPS mothers' distribution. A similar percentage was not present among DoD mothers; consequently the DoD representation ratio for this range of TSEI was 0.3.

Although both DoD mothers and fathers are underrepresented in the upper half of the SEI scales, this range represents only about one-fourth of the general population. Figure 7.3 shows the representation of DoD parents from each quartile of the general population. As the quartiles divide CPS parents into equal fourths with regard to SEI, DoD parents also might be equally divided among the quartiles. Figure 7.3 agrees with the previous figures in showing that DoD parents are underrepresented in the highest quartile of CPS distribution. The deficit in the fourth quartile is compensated for by excesses in the other three quartiles. This difference reflects the underrepresentation of DoD parents in executive and professional occupations, which tend to have SEI values in this range. We expect that SEI differences between DoD and CPS parents would

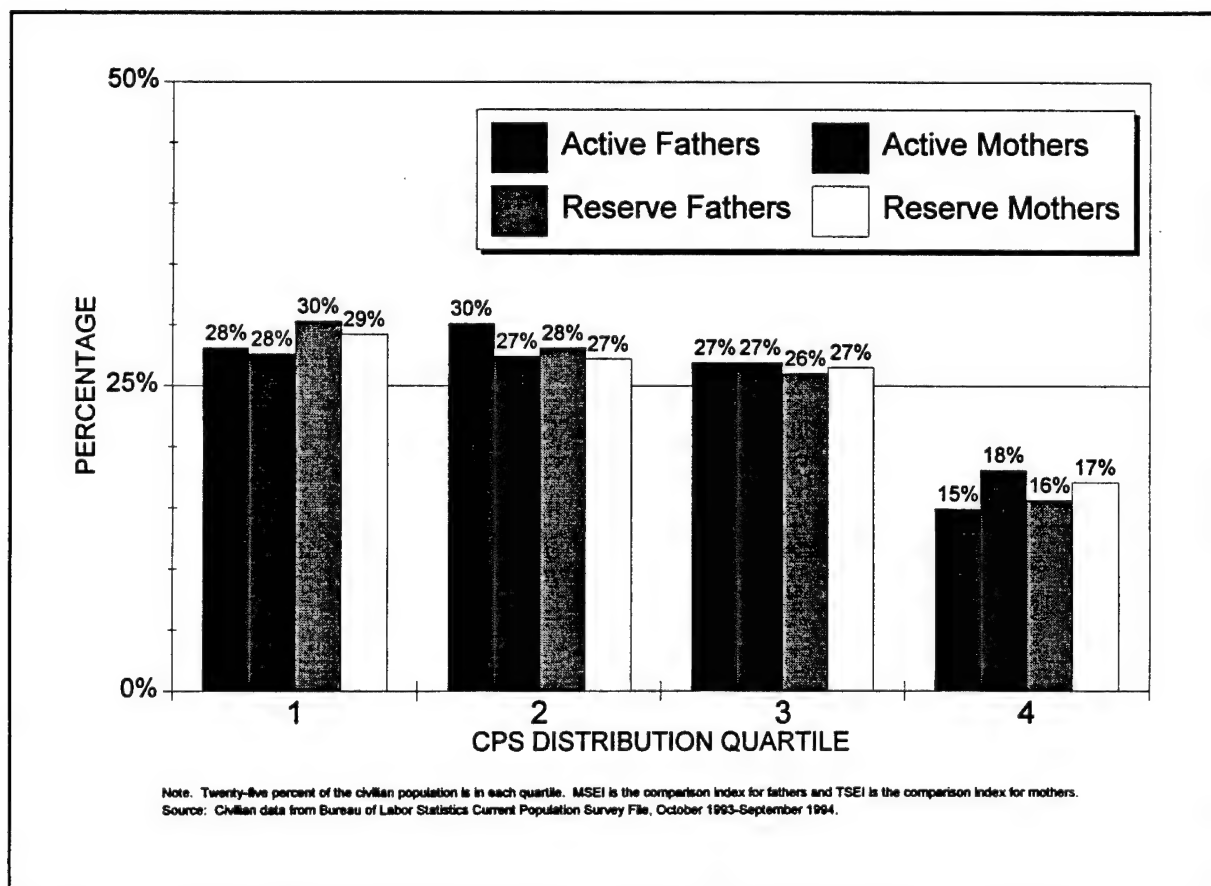


Figure 7.3. DoD MSEI and TSEI distribution related to CPS distribution quartiles.

be moderated somewhat, but would still remain, if parents of officer accessions were included in the DoD sample.

In summary, enlisted accessions come from all SES levels. However, there is a tendency for accessions to come from families in the lower three-quarters of the status distribution. These differences are expressed in the occupations of the parents of accessions, as well as discrepancies in education and home ownership. No differences were discovered between active duty and Reserve Component accessions. Including officer accessions in the analysis would probably increase the representation of higher SES among military accessions, but would not eliminate differences between DoD and CPS parents.

Chapter 8

REPRESENTATION AND THE TOTAL FORCE

Is the military representative of the national population? After decades of study and continual disagreement regarding the answer, it may be appropriate to change the question. A better perspective from which to judge or at least view military personnel is by asking "Who is represented in the military?" Furthermore, when considering the issue of the sociodemographic composition of the military, it is important to keep all components in mind. Certainly, active duty enlisted members comprise the bulk of those in uniform but there is also a strong contingent of Selected Reservists and officers to consider.

FY 1994: A Summary

The snapshot for FY 1994 highlights some of the expected and unquestioned discrepancies between military and civilian personnel, such as that the military comprises a younger workforce and has relatively few women. At the same time, the report, if studied in its entirety, dispels some persistent myths and misperceptions regarding the characteristics and qualities of military personnel.

Selected Reservists not only round out units but at strengths of 998,000 enlisted and 140,000 officers they provide the military with strong ties to the civilian community. Furthermore, middle class citizen soldiers and the college educated are not absent but notably present. In fact, excluding officers, socioeconomic indices suggest that active duty and Selected Reserve recruits come from middle class America. Those in the top quarter of the distribution melded from parental income, education, and occupational prestige are not as likely to join the enlisted ranks but neither are the sons and daughters of the nation's poorest citizens overrepresented.

Among the 176,000 active duty enlisted accessions, 99 percent had a high school diploma or equivalent (5 percent had at least some college experience as well). Among the entire active duty enlisted force, 24 percent had college experience. Similarly, 99 percent of enlisted accessions to the Selected Reserves were high school graduates and 4 percent had some college. A higher percentage (14 percent) of all enlisted reservists had completed at least some college. FY 1994 active duty commissioned officers were overwhelmingly college graduates (only 2 percent of those newly commissioned and only 1 percent of the officer corps did not possess a Bachelor's degree). Reserve officer accessions and corps members had 85 percent and 87 percent, respectively, college graduates among their numbers. The education picture gets even brighter when advanced degrees and to-be-earned college degrees afforded by the military are considered.

Blacks are overrepresented in all enlisted components--active and reserve, accessions and total force. In FY 1994, their accession proportions were slightly (about 4 percentage points) above comparable civilian population figures. Influenced in great part by higher retention tendencies of Black military personnel, their representation among all members was considerably higher--nearly double the civilian proportions. Blacks have increased their representation among the officer components to the point of parity with the college-educated officer pool.

There is no egregious lack of balance between the geographic dispersion of the civilian population and military members. For example, when comparing the "representation ratios" of enlisted accessions to civilians within regions, the range is a high of 1.2 for the South to a low of .8 for the Northeast.

In addition to high school graduation rates, ability levels run higher in the military than in the civilian population. Among the laudable figures are that 72 percent of enlisted active duty FY 1994 accessions scored within the top half of the Armed Forces Qualification Test distribution. The average reading grade level of these accessions was also higher than that of the youth population.

In terms of marital status, accessions and newly commissioned officers were less likely than comparably aged civilians to be married. However, except in the case of women in the military, when not constrained to newcomers, military members generally were somewhat more likely to be married than their civilian counterparts. For example, whereas 55 percent of 18-44 year-old civilians had a spouse, 57 percent of Active Component enlisted members were married (including 11 percent who were partners in a dual-military marriage).

What is the emerging pattern? Some groups and characteristics are overrepresented in the military and some are underrepresented, but not necessarily "across the board." Any evaluation of the composition of the forces can certainly be influenced by the trait being scanned and the component being considered.

Though hardly a reflection of civilian population proportions, high ability levels among military personnel are applauded as a strength, as are negligible proportions of nongraduates. Minority representation is continually controversial and thus variously interpreted. High representation of Blacks among enlisted personnel is lamented both because it is influenced by relatively poor civilian economic prospects and because of the potential combat consequences or at least the burdens of service. On the other hand, there are somewhat inconsistent concerns that lower recruiting levels and tightened entry standards operating in a downsized military may cut back on Black representation; while higher quality may be welcome, reducing opportunities is a cause for concern. Within this light, of course, an increase in minority representation in the officer corps would be welcome. The age distribution of the military may not cause an eyebrow to be raised and the greater role for women is seen positively, but the corresponding growth in the proportion of married personnel and dual-service couples is viewed with some trepidation because of the links between such characteristics and military readiness and family well-being.

A More Complete Picture of Representation

The characteristics of military personnel have evolved over the years and they will continue to do so in the future. The future level of participation on the part of racial and ethnic minority is unclear. Though still more favorably disposed to enlist than Whites, Black enlistment propensity and representation levels are lower than in previous years. To the extent that a stepped-up deployment schedule and increased risks are the culprit, then the proportion of Black enlistments can be expected to decline or at least fail to turn around.

The issue of minority and particularly Black representation in the military is noteworthy and important but it is not the only characteristic to which policy makers need to attend. Among the other notable and crucial findings highlighted in this report are that quality has been good for some time, women are gaining ground, and families represent an increasing presence.

Inasmuch as the United States has come to rely on a Total Force of active duty *and* reserves, it is also time to monitor the characteristics of the totality of military personnel. Young, high aptitude, middle class, high school graduates and college-educated or college-bound youth with clear ties to the civilian community from which they are drawn are serving on active duty and in the reserves in the enlisted ranks and the officer corps. Women are becoming a more visible constituency as are spouses of military members. The progress of women in the military can be expected to continue. Gender-neutral recruiting in the Navy as of FY 1994, in addition to the Air Force's similar existing policy, will likely bolster their representation. Furthermore, the assignment prospects for women, once in uniform, will be brighter as the ground gained in FY 1994 in the number of positions open to women takes effect.

The data presented in the chapters above, covering officers and enlisted personnel within the active force and the selected reserves, while more inclusive than past statistics, are still incomplete. For example, the picture of socioeconomic status lacks officers, who might be expected to inch the indices upward. It might also prove informative to assess the socioeconomic levels of prior-service Reservists who comprise the bulk of Selected Reserve members. A description of their (and not their parents') status would provide some insight into the degree of economic motivation for Reserve affiliation.

Warrant officers were covered briefly this year and were shown to enhance the representation levels of Blacks among officers. Civilians are another important yet often neglected Defense contingent. In addition to civilian control over the military, over the years the role of civilians in the military environment has expanded. Though not yet included in the *Population Representation* report, their presence and contribution to Defense representation should indeed be noted.

Furthermore, to gauge appropriate representation in the present or the future, it is important to be mindful of the past. Longitudinal data depicting the characteristics of reserve as well as active duty personnel provide a better basis for evaluating the strengths and weaknesses in sociodemographic representation and formulating appropriate personnel policies and goals.

Clearly, military personnel are no longer overwhelmingly single young White men marching off to the "typical" war. Minorities, women, and men and women with family ties and responsibilities are called upon to deploy for various training and operational missions. And, as part of a leaner force in an unpredictable global environment, the pace or tempo is ever increasing. Defense must be responsible for and responsive to its increasingly diverse force.

Conclusion

It is important to keep in mind that the representation of distinct subgroups is interwoven. Members are not just male or female, White, Black, Hispanic, or Other, high- or low-quality, affluent, middle class, or disadvantaged, from the cities, suburbs, or rural areas throughout America, married or single. Rather, those in uniform and those hoping to be so suited comprise a constellation of factors. Furthermore, the military has numerous sectors and needs and is not limited to the active duty enlisted component. It is wise to be mindful not only that representation levels of one group characteristic will have effects on other member characteristics but that representation varies with the component in question.

In the final analysis, it is not equal representation but "selective" representation that most military personnel managers and commentators want. Claims that the military, and in particular today's smaller force, is inadequate because its personnel statistics do not reflect population proportions ignore the more urgent demands for quality. Even more fundamental, individual choice is and should be the predominant means of acquiring and retaining personnel.

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Appendix A - Tables: Active Component Applicants

Table A-1. FY 1994 Applicants* for Active Component Enlistment by Age, Service, and Gender with Civilian Comparison Group

AGE	a. Number	SERVICE												17-35 YR OLD CIVILIANS				
		ARMY			NAVY			MARINE CORPS			AIR FORCE			TOTAL DoD		Males	Females	Total
		Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females			
16-17	20,272	5,796	26,068	14,800	4,638	19,438	16,089	1,467	17,556	7,162	3,548	10,710	58,323	15,449	73,772	1,812,734	1,728,905	3,541,639
18	21,062	6,018	27,080	17,292	5,178	22,470	14,413	1,128	15,541	8,350	3,864	12,214	61,117	16,188	77,305	1,715,811	1,685,838	3,401,649
19	15,847	4,360	20,207	12,038	3,232	15,270	7,382	539	7,921	6,032	2,679	8,711	41,299	10,810	52,109	1,726,509	1,733,076	3,459,585
20	10,263	2,810	13,073	7,577	1,950	9,527	3,810	274	4,084	4,129	1,730	5,859	25,779	6,764	32,543	1,602,208	1,698,035	3,300,243
21	7,097	1,986	9,083	4,734	1,186	5,920	2,298	195	2,493	2,923	1,260	4,183	17,052	4,627	21,679	1,677,813	1,783,743	3,461,556
22	5,339	1,632	6,971	3,232	894	4,126	1,550	104	1,654	2,353	1,058	3,411	12,474	3,688	16,162	1,771,029	1,816,364	3,587,393
23	3,986	1,345	5,331	2,390	626	3,016	1,109	104	1,213	1,819	797	2,616	9,304	2,872	12,176	1,964,905	1,931,781	3,896,686
24	2,849	945	3,794	1,531	471	2,002	677	54	731	1,150	494	1,644	6,207	1,964	8,171	1,935,271	1,969,271	3,904,542
25+	7,277	3,342	10,619	5,381	2,011	7,392	942	123	1,065	1,918	905	2,823	15,518	6,381	21,899	22,529,475	23,180,060	45,709,535
Total	93,992	28,234	122,226	68,975	20,186	89,161	48,270	3,988	52,258	35,836	16,335	52,171	247,073	68,743	315,816	36,735,755	37,527,073	74,262,828
b. Percent																		
16-17	21.57%	20.53%	21.33%	21.46%	22.98%	21.80%	33.33%	36.79%	33.59%	19.99%	21.72%	20.53%	23.61%	22.47%	23.36%	4.93%	4.61%	4.77%
18	22.41%	21.31%	22.16%	25.07%	25.65%	25.20%	29.86%	28.28%	29.74%	23.30%	23.65%	23.41%	24.74%	23.55%	24.48%	4.67%	4.49%	4.58%
19	16.86%	15.44%	16.53%	17.45%	16.01%	17.13%	15.29%	13.52%	15.16%	16.83%	16.40%	16.70%	16.72%	15.73%	16.50%	4.70%	4.62%	4.66%
20	10.92%	9.95%	10.70%	10.99%	9.66%	10.69%	7.89%	6.87%	7.82%	11.52%	10.59%	11.23%	10.43%	9.84%	10.30%	4.36%	4.52%	4.44%
21	7.55%	7.03%	7.43%	6.86%	5.88%	6.64%	4.76%	4.89%	4.77%	8.16%	7.71%	8.02%	6.90%	6.73%	6.86%	4.57%	4.75%	4.66%
22	5.68%	5.78%	5.70%	4.69%	4.43%	4.63%	3.21%	2.61%	3.17%	6.57%	6.48%	6.54%	5.05%	5.36%	5.12%	4.82%	4.84%	4.83%
23	4.24%	4.76%	4.36%	3.47%	3.10%	3.38%	2.30%	2.61%	2.32%	5.08%	4.88%	5.01%	3.77%	4.18%	3.86%	5.35%	5.15%	5.25%
24	3.03%	3.35%	3.10%	2.22%	2.33%	2.25%	1.40%	1.35%	1.40%	3.21%	3.02%	3.15%	2.51%	2.86%	2.59%	5.27%	5.25%	5.26%
25+	7.74%	11.84%	8.69%	7.80%	9.96%	8.29%	1.95%	3.08%	2.04%	5.35%	5.54%	5.41%	6.28%	9.28%	6.93%	61.33%	61.77%	61.55%
Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1994.

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993-September 1994.

Table A-2. FY 1994 Applicants* for Active Component Enlistment by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

AGE	MILITARY										17-35 YEAR OLD		
	MARRIED			UNMARRIED			TOTAL DoD			PERCENT MARRIED		MARRIED CIVILIANS	
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	
16-17	238	103	341	58,085	15,346	73,431	58,323	15,449	73,772	0.41%	0.67%	0.46%	40,545
18	940	436	1,376	60,177	15,752	75,929	61,117	16,188	77,305	1.54%	2.69%	1.78%	115,250
19	1,484	684	2,168	39,815	10,126	49,941	41,299	10,810	52,109	3.59%	6.33%	4.16%	242,630
20	1,800	754	2,554	23,979	6,010	29,989	25,779	6,764	32,543	6.98%	11.15%	7.85%	373,018
21	1,855	740	2,595	15,197	3,887	19,084	17,052	4,627	21,679	10.88%	15.99%	11.97%	551,857
22	1,837	723	2,560	10,637	2,965	13,602	12,474	3,688	16,162	14.73%	19.60%	15.84%	819,076
23	1,665	715	2,380	7,639	2,157	9,796	9,304	2,872	12,176	17.90%	24.90%	19.55%	1,070,525
24	1,357	542	1,899	4,850	1,422	6,272	6,207	1,964	8,171	21.86%	27.60%	23.24%	1,345,680
25	1,011	445	1,456	3,082	971	4,053	4,093	1,416	5,509	24.70%	31.43%	26.43%	1,502,321
26	816	372	1,188	2,095	697	2,792	2,911	1,069	3,980	28.03%	34.80%	29.85%	1,715,973
27	652	337	989	1,349	526	1,875	2,001	863	2,864	32.58%	39.05%	34.53%	1,883,479
28	535	254	789	972	398	1,370	1,507	652	2,159	35.50%	38.96%	36.54%	2,149,773
29	462	240	702	802	327	1,129	1,264	567	1,831	36.55%	42.33%	38.34%	2,401,648
30	387	207	594	575	230	805	962	437	1,399	40.23%	47.37%	42.46%	2,566,271
31	293	154	447	452	179	631	745	333	1,078	39.33%	46.25%	41.47%	2,741,602
32	269	139	408	342	161	503	611	300	911	44.03%	46.33%	44.79%	2,834,540
33	263	120	383	300	148	448	563	268	831	46.71%	44.78%	46.09%	2,922,025
34	221	131	352	266	145	411	487	276	763	45.38%	47.46%	46.13%	2,956,706
35	85	37	122	57	39	96	142	76	218	59.86%	48.68%	55.96%	2,972,002
36+	147	58	205	85	66	151	232	124	356	63.36%	46.77%	57.58%	NA
TOTAL	16,317	7,191	23,508	230,756	61,552	292,308	247,073	68,743	315,816	6.60%	10.46%	7.44%	31,204,921

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1994.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993-September 1994.

Table A-2 (Continued). FY 1994 Applicants* for Active Component Enlistment by Age, Marital Status, and Gender with Civilian Comparison Group

b. Percent

AGE	MILITARY										17-35 YEAR OLD MARRIED CIVILIANS	
	MARRIED			UNMARRIED			TOTAL DoD					
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
16-17	1.46%	1.43%	1.45%	25.17%	24.93%	25.12%	23.61%	22.47%	23.36%			0.13%
18	5.76%	6.06%	5.85%	26.08%	25.59%	25.98%	24.74%	23.55%	24.48%			0.37%
19	9.09%	9.51%	9.22%	17.25%	16.45%	17.09%	16.72%	15.73%	16.50%			0.78%
20	11.03%	10.49%	10.86%	10.39%	9.76%	10.26%	10.43%	9.84%	10.30%			1.20%
21	11.37%	10.29%	11.04%	6.59%	6.31%	6.53%	6.90%	6.73%	6.86%			1.77%
22	11.26%	10.05%	10.89%	4.61%	4.82%	4.65%	5.05%	5.36%	5.12%			2.62%
23	10.20%	9.94%	10.12%	3.31%	3.50%	3.35%	3.77%	4.18%	3.86%			3.43%
24	8.32%	7.54%	8.08%	2.10%	2.31%	2.15%	2.51%	2.86%	2.59%			4.31%
25	6.20%	6.19%	6.19%	1.34%	1.58%	1.39%	1.66%	2.06%	1.74%			4.81%
26	5.00%	5.17%	5.05%	0.91%	1.13%	0.96%	1.18%	1.56%	1.26%			5.50%
27	4.00%	4.69%	4.21%	0.58%	0.85%	0.64%	0.81%	1.26%	0.91%			6.04%
28	3.28%	3.53%	3.36%	0.42%	0.65%	0.47%	0.61%	0.95%	0.68%			6.89%
29	2.83%	3.34%	2.99%	0.35%	0.53%	0.39%	0.51%	0.82%	0.58%			7.70%
30	2.37%	2.88%	2.53%	0.25%	0.37%	0.28%	0.39%	0.64%	0.44%			8.22%
31	1.80%	2.14%	1.90%	0.20%	0.29%	0.22%	0.30%	0.48%	0.34%			8.79%
32	1.65%	1.93%	1.74%	0.15%	0.26%	0.17%	0.25%	0.44%	0.29%			9.08%
33	1.61%	1.67%	1.63%	0.13%	0.24%	0.15%	0.23%	0.39%	0.26%			9.36%
34	1.35%	1.82%	1.50%	0.12%	0.24%	0.14%	0.20%	0.40%	0.24%			9.48%
35	0.52%	0.51%	0.52%	0.02%	0.06%	0.03%	0.06%	0.11%	0.07%			9.52%
36+	0.90%	0.81%	0.87%	0.04%	0.11%	0.05%	0.09%	0.18%	0.11%			NA
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%			100.00%

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1994.

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993-September 1994.

Table A-3. FY 1994 Applicants* for Active Component Enlistment by Race/Ethnicity, Service, and Gender with Civilian Comparison Group

RACE/ ETHNICITY	SERVICE											
	ARMY			NAVY			MARINE CORPS			AIR FORCE		
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
a. Number												
White	61,289	14,323	75,612	45,347	11,725	57,072	33,931	2,527	36,458	27,311	11,274	38,585
Black	20,346	10,663	31,009	13,530	5,684	19,214	7,025	805	7,830	4,966	3,425	8,391
Hispanic	8,484	2,033	10,517	6,474	1,791	8,265	5,530	465	5,995	1,990	855	2,845
Other	3,873	1,215	5,088	3,624	986	4,610	1,784	191	1,975	1,569	781	2,350
TOTAL	93,992	28,234	122,226	68,975	20,186	89,161	48,270	3,988	52,258	35,836	16,335	52,171
b. Percent												
White	65.21%	50.73%	61.86%	65.74%	58.08%	64.01%	70.29%	63.37%	69.77%	76.21%	69.02%	73.96%
Black	21.65%	37.77%	25.37%	19.62%	28.16%	21.55%	14.55%	20.19%	14.98%	13.86%	20.97%	16.08%
Hispanic	9.03%	7.20%	8.60%	9.39%	8.87%	9.27%	11.46%	11.66%	11.47%	5.55%	5.23%	5.45%
Other	4.12%	4.30%	4.16%	5.25%	4.88%	5.17%	3.70%	4.79%	3.78%	4.38%	4.78%	4.50%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1994.												
Columns may not add to totals due to rounding.												
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993-September 1994.												

Table A-4. FY 1994 Applicants* for Active Component Enlistment by Ethnicity and Service

ETHNICITY	SERVICE										TOTAL DoD	
	ARMY		NAVY		MARINE CORPS		AIR FORCE					
	#	%	#	%	#	%	#	%	#	%	#	%
MEXICAN	4,138	3.39%	3,422	3.84%	3,236	6.19%	1,055	2.02%	11,851	2.02%	11,851	3.75%
PUERTO RICAN	2,678	2.19%	1,007	1.13%	676	1.29%	432	0.83%	4,793	0.83%	4,793	1.52%
CUBAN	88	0.07%	102	0.11%	90	0.17%	8	0.02%	288	0.02%	288	0.09%
LATIN AMER.	1,573	1.29%	840	0.94%	599	1.15%	293	0.56%	3,305	0.56%	3,305	1.05%
OTHER HISP.	2,040	1.67%	2,894	3.25%	1,394	2.67%	1,057	2.03%	7,385	2.03%	7,385	2.34%
ALEUTIAN	16	0.01%	5	0.01%	7	0.01%	4	0.01%	32	0.01%	32	0.01%
ESKIMO	9	0.01%	13	0.01%	23	0.04%	3	0.01%	48	0.02%	48	0.02%
N. AMER. INDIAN	958	0.78%	638	0.72%	568	1.09%	277	0.53%	2,441	0.53%	2,441	0.77%
CHINESE	147	0.12%	121	0.14%	63	0.12%	48	0.09%	379	0.12%	379	0.12%
JAPANESE	84	0.07%	63	0.07%	23	0.04%	47	0.09%	217	0.07%	217	0.07%
KOREAN	402	0.33%	190	0.21%	104	0.20%	98	0.19%	794	0.25%	794	0.25%
INDIAN	98	0.08%	61	0.07%	30	0.06%	25	0.05%	214	0.07%	214	0.07%
FILIPINO	1,101	0.90%	1,947	2.18%	305	0.58%	526	1.01%	3,879	1.23%	3,879	1.23%
VIETNAMESE	315	0.26%	363	0.41%	87	0.17%	46	0.09%	811	0.26%	811	0.26%
OTHER ASIAN	582	0.48%	611	0.69%	233	0.45%	588	1.13%	2,014	0.64%	2,014	0.64%
MELANESIAN	6	0.00%	0	0.00%	4	0.01%	2	0.00%	12	0.00%	12	0.00%
MICRONESIAN	99	0.08%	6	0.01%	3	0.01%	3	0.01%	111	0.04%	111	0.04%
POLYNESIAN	139	0.11%	99	0.11%	22	0.04%	14	0.03%	274	0.09%	274	0.09%
OTHER PACIFIC	260	0.21%	130	0.15%	52	0.10%	73	0.14%	515	0.16%	515	0.16%
OTHER/NONE**	107,425	87.89%	76,615	85.93%	44,701	85.54%	47,535	91.11%	276,276	87.48%	276,276	87.48%
UNKNOWN	68	0.06%	34	0.04%	38	0.07%	37	0.07%	177	0.06%	177	0.06%
TOTAL	122,226	100.00%	89,161	100.00%	52,258	100.00%	52,171	100.00%	315,816	100.00%	315,816	100.00%

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1994.

** "Other/None" includes whites and blacks who claim no other ethnic category.

Columns may not add to totals due to rounding.

Table A-5. FY 1994 Applicants* for Active Component Enlistment by AFQT Category, Service, and Gender with Civilian Comparison Group

a. Number	GENDER	AFQT CATEGORY							TOTAL
		I	II	III A	III B	IV	V	Other/Unk.	
ARMY									
	Males	4,353	26,949	20,019	23,165	16,425	2,168	913	93,992
	Females	753	6,984	6,723	7,749	5,359	407	259	28,234
	Total	5,106	33,933	26,742	30,914	21,784	2,575	1,172	122,226
NAVY									
	Males	3,502	21,749	13,895	19,120	9,072	919	718	68,975
	Females	512	5,447	4,736	6,422	2,712	174	183	20,186
	Total	4,014	27,196	18,631	25,542	11,784	1,093	901	89,161
MARINE CORPS									
	Males	1,548	14,525	11,541	14,706	5,020	338	592	48,270
	Females	101	1,344	1,123	1,001	356	21	42	3,988
	Total	1,649	15,869	12,664	15,707	5,376	359	634	52,258
AIR FORCE									
	Males	2,065	14,199	8,578	6,195	2,053	136	2,610	35,836
	Females	497	5,395	4,263	3,683	1,363	67	1,067	16,335
	Total	2,562	19,594	12,841	9,878	3,416	203	3,677	52,171
TOTAL DoD									
	Males	11,468	77,422	54,033	63,186	32,570	3,561	4,833	247,073
	Females	1,863	19,170	16,845	18,855	9,790	669	1,551	68,743
	Total	13,331	96,592	70,878	82,041	42,360	4,230	6,384	315,816
1980, 18-23 YR OLD CIVILIANS									
	Males	1,286,646	3,785,416	1,853,499	2,056,399	2,628,481	1,280,715	0	12,891,156
	Females	731,527	3,370,373	2,032,982	2,589,632	2,716,012	1,077,339	0	12,517,865
	Total	2,018,173	7,155,789	3,886,481	4,646,031	5,344,493	2,358,054	0	25,409,021
* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1994.									
Source: Civilian data from Profile of American Youth (Washington, DC: Office of the Assistant Secretary of Defense Manpower Reserve Affairs and Logistics) 1982)									

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1994.

Source: Civilian data from Profile of American Youth (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).

Table A-5 (Continued). FY 1994 Applicants* for Active Component Enlistment by AFQT Category, Service, and Gender with Civilian Comparison Group

b. Percent	AFQT CATEGORY								
	GENDER	I	II	III A	III B	IV	V	Other/Unk.	TOTAL
ARMY									
Males	4.63%	28.67%	21.30%	24.65%	17.47%	2.31%	0.97%	100.00%	
Females	2.67%	24.74%	23.81%	27.45%	18.98%	1.44%	0.92%	100.00%	
Total	4.18%	27.76%	21.88%	25.29%	17.82%	2.11%	0.96%	100.00%	
NAVY									
Males	5.08%	31.53%	20.14%	27.72%	13.15%	1.33%	1.04%	100.00%	
Females	2.54%	26.98%	23.46%	31.81%	13.44%	0.86%	0.91%	100.00%	
Total	4.50%	30.50%	20.90%	28.65%	13.22%	1.23%	1.01%	100.00%	
MARINE CORPS									
Males	3.21%	30.09%	23.91%	30.47%	10.40%	0.70%	1.23%	100.00%	
Females	2.53%	33.70%	28.16%	25.10%	8.93%	0.53%	1.05%	100.00%	
Total	3.16%	30.37%	24.23%	30.06%	10.29%	0.69%	1.21%	100.00%	
AIR FORCE									
Males	5.76%	39.62%	23.94%	17.29%	5.73%	0.38%	7.28%	100.00%	
Females	3.04%	33.03%	26.10%	22.55%	8.34%	0.41%	6.53%	100.00%	
Total	4.91%	37.56%	24.61%	18.93%	6.55%	0.39%	7.05%	100.00%	
TOTAL DoD									
Males	4.64%	31.34%	21.87%	25.57%	13.18%	1.44%	1.96%	100.00%	
Females	2.71%	27.89%	24.50%	27.43%	14.24%	0.97%	2.26%	100.00%	
Total	4.22%	30.58%	22.44%	25.98%	13.41%	1.34%	2.02%	100.00%	
1980, 18-23 YR OLD CIVILIANS									
Males	9.98%	29.36%	14.38%	15.95%	20.39%	9.93%	0.00%	100.00%	
Females	5.84%	26.92%	16.24%	20.69%	21.70%	8.61%	0.00%	100.00%	
Total	7.94%	28.16%	15.30%	18.28%	21.03%	9.28%	0.00%	100.00%	

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1994.

Rows may not add to totals due to rounding.

Source: Civilian data from Profile of American Youth (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).

Table A-6. FY 1994 Applicants* for Active Component Enlistment by AFQT Category, Service, and Race/Ethnicity

a. Number	RACE/ ETHNICITY	AFQT CATEGORY							
		I	II	IIIA	IIIB	IV	V	Other/Unk.	TOTAL
ARMY									
	White	4,620	27,248	18,021	16,258	7,833	781	851	75,612
	Black	176	3,818	5,779	10,116	9,834	1,096	190	31,009
	Hispanic	137	1,706	1,994	3,226	2,903	475	76	10,517
	Other	173	1,161	948	1,314	1,214	223	55	5,088
	Total	5,106	33,933	26,742	30,914	21,784	2,575	1,172	122,226
NAVY									
	White	3,595	21,797	12,735	13,542	4,380	308	715	57,072
	Black	134	2,484	3,383	7,780	4,869	469	95	19,214
	Hispanic	155	1,825	1,690	2,884	1,524	134	53	8,265
	Other	130	1,090	823	1,336	1,011	182	38	4,610
	Total	4,014	27,196	18,631	25,542	11,784	1,093	901	89,161
MARINE CORPS									
	White	1,460	13,031	9,023	9,663	2,613	149	519	36,458
	Black	69	1,148	1,691	3,136	1,602	131	53	7,830
	Hispanic	59	1,219	1,529	2,261	839	57	31	5,995
	Other	61	471	421	647	322	22	31	1,975
	Total	1,649	15,869	12,664	15,707	5,376	359	634	52,258
AIR FORCE									
	White	2,318	16,001	9,227	6,357	1,614	84	2,984	38,585
	Black	70	1,929	2,273	2,355	1,309	84	371	8,391
	Hispanic	69	852	784	713	292	19	116	2,845
	Other	105	812	557	453	201	16	206	2,350
	Total	2,562	19,594	12,841	9,878	3,416	203	3,677	52,171
TOTAL DoD									
	White	11,993	78,077	49,006	45,820	16,440	1,322	5,069	207,727
	Black	449	9,379	13,126	23,387	17,614	1,780	709	66,444
	Hispanic	420	5,602	5,997	9,084	5,558	685	276	27,622
	Other	469	3,534	2,749	3,750	2,748	443	330	14,023
	Total	13,331	96,592	70,878	82,041	42,360	4,230	6,384	315,816

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1994.

Table A-6 (Continued). FY 1994 Applicants* for Active Component Enlistment by AFQT Category, Service, and Race/Ethnicity

b. Percent	RACE/ ETHNICITY	AFQT CATEGORY						
		I	II	III A	III B	IV	V	Other/Unk. TOTAL
	ARMY							
	White	6.11%	36.04%	23.83%	21.50%	10.36%	1.03%	1.13% 100.00%
	Black	0.57%	12.31%	18.64%	32.62%	31.71%	3.53%	0.61% 100.00%
	Hispanic	1.30%	16.22%	18.96%	30.67%	27.60%	4.52%	0.72% 100.00%
	Other	3.40%	22.82%	18.63%	25.83%	23.86%	4.38%	1.08% 100.00%
	Total	4.18%	27.76%	21.88%	25.29%	17.82%	2.11%	0.96% 100.00%
	NAVY							
	White	6.30%	38.19%	22.31%	23.73%	7.67%	0.54%	1.25% 100.00%
	Black	0.70%	12.93%	17.61%	40.49%	25.34%	2.44%	0.49% 100.00%
	Hispanic	1.88%	22.08%	20.45%	34.89%	18.44%	1.62%	0.64% 100.00%
	Other	2.82%	23.64%	17.85%	28.98%	21.93%	3.95%	0.82% 100.00%
	Total	4.50%	30.50%	20.90%	28.65%	13.22%	1.23%	1.01% 100.00%
	MARINE CORPS							
	White	4.00%	35.74%	24.75%	26.50%	7.17%	0.41%	1.42% 100.00%
	Black	0.88%	14.66%	21.60%	40.05%	20.46%	1.67%	0.68% 100.00%
	Hispanic	0.98%	20.33%	25.50%	37.71%	13.99%	0.95%	0.52% 100.00%
	Other	3.09%	23.85%	21.32%	32.76%	16.30%	1.11%	1.57% 100.00%
	Total	3.16%	30.37%	24.23%	30.06%	10.29%	0.69%	1.21% 100.00%
	AIR FORCE							
	White	6.01%	41.47%	23.91%	16.48%	4.18%	0.22%	7.73% 100.00%
	Black	0.83%	22.99%	27.09%	28.07%	15.60%	1.00%	4.42% 100.00%
	Hispanic	2.43%	29.95%	27.56%	25.06%	10.26%	0.67%	4.08% 100.00%
	Other	4.47%	34.55%	23.70%	19.28%	8.55%	0.68%	8.77% 100.00%
	Total	4.91%	37.56%	24.61%	18.93%	6.55%	0.39%	7.05% 100.00%
	TOTAL DoD							
	White	5.77%	37.59%	23.59%	22.06%	7.91%	0.64%	2.44% 100.00%
	Black	0.68%	14.12%	19.75%	35.20%	26.51%	2.68%	1.07% 100.00%
	Hispanic	1.52%	20.28%	21.71%	32.89%	20.12%	2.48%	1.00% 100.00%
	Other	3.34%	25.20%	19.60%	26.74%	19.60%	3.16%	2.35% 100.00%
	Total	4.22%	30.58%	22.44%	25.98%	13.41%	1.34%	2.02% 100.00%

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1994.
Rows may not add to totals due to rounding.

Table A-7. FY 1994 Applicants* for Active Component Enlistment by Education, Service, and Gender with Civilian Comparison Group

GENDER	EDUCATIONAL TIER						TOTAL	
	TIER 1		TIER 2		TIER 3		#	%
	#	%	#	%	#	%		
ARMY								
Males	82,950	88.25%	6,734	7.16%	4,308	4.58%	93,992	100.00%
Females	26,437	93.64%	967	3.42%	830	2.94%	28,234	100.00%
Total	109,387	89.50%	7,701	6.30%	5,138	4.20%	122,226	100.00%
NAVY								
Males	61,784	89.57%	4,968	7.20%	2,223	3.22%	68,975	100.00%
Females	18,814	93.20%	984	4.87%	388	1.92%	20,186	100.00%
Total	80,598	90.40%	5,952	6.68%	2,611	2.93%	89,161	100.00%
MARINE CORPS								
Males	45,885	95.06%	1,499	3.11%	886	1.84%	48,270	100.00%
Females	3,864	96.89%	69	1.73%	55	1.38%	3,988	100.00%
Total	49,749	95.20%	1,568	3.00%	941	1.80%	52,258	100.00%
AIR FORCE								
Males	34,678	96.77%	718	2.00%	440	1.23%	35,836	100.00%
Females	15,892	97.29%	270	1.65%	173	1.06%	16,335	100.00%
Total	50,570	96.93%	988	1.89%	613	1.17%	52,171	100.00%
TOTAL DoD								
Males	225,297	91.19%	13,919	5.63%	7,857	3.18%	247,073	100.00%
Females	65,007	94.57%	2,290	3.33%	1,446	2.10%	68,743	100.00%
Total	290,304	91.92%	16,209	5.13%	9,303	2.95%	315,816	100.00%
18-24 YR OLD CIVILIANS								
Males	9,655,995	77.91%	**	**	2,737,551	22.09%	12,393,546	100.00%
Females	10,373,324	82.21%	**	**	2,244,784	17.79%	12,618,108	100.00%
Total	20,029,319	80.08%	**	**	4,982,335	19.92%	25,011,654	100.00%
* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1994.								
** Civilian numbers and percentages combine tiers 1 and 2.								
Rows may not add to totals due to rounding.								
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993-September 1994.								

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1994.

** Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993-September 1994.

Table A-8. FY 1994 Applicants* for Active Component Enlistment by Education, Service, and Race/Ethnicity with Civilian Comparison Group

RACE/ ETHNICITY	EDUCATIONAL TIER						TOTAL	
	TIER 1		TIER 2		TIER 3			
	#	%	#	%	#	%	#	%
ARMY								
White	66,116	87.44%	5,774	7.64%	3,722	4.92%	75,612	100.00%
Black	28,957	93.38%	1,217	3.92%	835	2.69%	31,009	100.00%
Hispanic	9,565	90.95%	548	5.21%	404	3.84%	10,517	100.00%
Other	4,749	93.34%	162	3.18%	177	3.48%	5,088	100.00%
Total	109,387	89.50%	7,701	6.30%	5,138	4.20%	122,226	100.00%
NAVY								
White	50,860	89.12%	4,288	7.51%	1,924	3.37%	57,072	100.00%
Black	17,917	93.25%	892	4.64%	405	2.11%	19,214	100.00%
Hispanic	7,502	90.77%	573	6.93%	190	2.30%	8,265	100.00%
Other	4,319	93.69%	199	4.32%	92	2.00%	4,610	100.00%
Total	80,598	90.40%	5,952	6.68%	2,611	2.93%	89,161	100.00%
MARINE CORPS								
White	34,616	94.95%	1,226	3.36%	616	1.69%	36,458	100.00%
Black	7,567	96.64%	148	1.89%	115	1.47%	7,830	100.00%
Hispanic	5,684	94.81%	152	2.54%	159	2.65%	5,995	100.00%
Other	1,882	95.29%	42	2.13%	51	2.58%	1,975	100.00%
Total	49,749	95.20%	1,568	3.00%	941	1.80%	52,258	100.00%
AIR FORCE								
White	37,273	96.60%	825	2.14%	487	1.26%	38,585	100.00%
Black	8,226	98.03%	89	1.06%	76	0.91%	8,391	100.00%
Hispanic	2,774	97.50%	36	1.27%	35	1.23%	2,845	100.00%
Other	2,297	97.74%	38	1.62%	15	0.64%	2,350	100.00%
Total	50,570	96.93%	988	1.89%	613	1.17%	52,171	100.00%
TOTAL DoD								
White	188,865	90.92%	12,113	5.83%	6,749	3.25%	207,727	100.00%
Black	62,667	94.32%	2,346	3.53%	1,431	2.15%	66,444	100.00%
Hispanic	25,525	92.41%	1,309	4.74%	788	2.85%	27,622	100.00%
Other	13,247	94.47%	441	3.14%	335	2.39%	14,023	100.00%
Total	290,304	91.92%	16,209	5.13%	9,303	2.95%	315,816	100.00%
18-24 YEAR OLD CIVILIANS								
White	14,617,632	85.10%	**	**	2,559,226	14.90%	17,176,858	100.00%
Black	2,648,650	74.42%	**	**	910,218	25.58%	3,558,868	100.00%
Hispanic	1,894,395	58.22%	**	**	1,359,356	41.78%	3,253,751	100.00%
Other	868,642	84.98%	**	**	153,535	15.02%	1,022,177	100.00%
Total	20,029,319	80.08%	**	**	4,982,335	19.92%	25,011,654	100.00%

* Refers to NPS individuals whose first formal application (Physical or ASVAB) was in FY 1994.

** Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993-September 1994.

Appendix B - Tables: Active Component Enlisted Accessions, Enlisted Force, Officer Accessions, and Officer Corps

Table B-1. FY 1994 NPS Active Component Enlisted Accessions by Age, Service, and Gender with Civilian Comparison Group

AGE	SERVICE														TOTAL DoD				17-35 YR OLD CIVILIANS		
	ARMY				NAVY		MARINE CORPS				AIR FORCE				TOTAL DoD		Males	Females	Total		
	Males	Females	Total		Males	Females	Total		Males	Females	Total		Males	Females	Total						
a. Number																					
17	1,763	385	2,148	1,610	457	2,067	1,398	106	1,504	617	267	884	5,388	1,215	6,603	1,812,734	1,728,905	3,541,639			
18	13,436	2,810	16,246	15,066	2,988	18,054	12,230	713	12,943	7,448	2,349	9,797	48,180	8,860	57,040	1,715,811	1,685,838	3,401,649			
19	11,422	2,249	13,671	11,484	2,083	13,567	8,161	401	8,562	5,848	1,686	7,534	36,915	6,419	43,334	1,726,509	1,733,076	3,459,585			
20	7,085	1,393	8,478	6,248	1,224	7,472	3,652	191	3,843	3,333	969	4,302	20,318	3,777	24,095	1,602,208	1,698,035	3,300,243			
21	4,559	984	5,543	3,435	651	4,086	1,819	106	1,925	2,010	594	2,604	11,823	2,335	14,158	1,677,813	1,783,743	3,461,556			
22	3,322	756	4,078	2,210	450	2,660	1,090	71	1,161	1,322	464	1,786	7,944	1,741	9,685	1,771,029	1,816,364	3,587,393			
23	2,496	626	3,122	1,480	312	1,792	754	37	791	860	297	1,157	5,590	1,272	6,862	1,964,905	1,931,781	3,896,686			
24	1,675	441	2,116	936	232	1,168	423	35	458	516	185	701	3,550	893	4,443	1,935,271	1,969,271	3,904,542			
25+	4,475	1,524	5,999	2,038	592	2,630	509	60	569	717	274	991	7,739	2,450	10,189	22,529,475	23,180,060	45,709,535			
TOTAL				50,233	11,168	61,401	44,507	8,989	53,496	30,036	1,720	31,756	22,671	7,085	29,756	147,447	28,962	176,409	36,735,755	37,527,073	74,262,828
b. Percent																					
17	3.51%	3.45%	3.50%	3.62%	5.08%	3.86%	4.65%	6.16%	4.74%	2.72%	3.77%	2.97%	3.65%	4.20%	3.74%	4.93%	4.61%	4.77%			
18	26.75%	25.16%	26.46%	33.85%	33.24%	33.75%	40.72%	41.45%	40.76%	32.85%	33.15%	32.92%	32.68%	30.59%	32.33%	4.67%	4.49%	4.58%			
19	22.74%	20.14%	22.27%	25.80%	23.17%	25.36%	27.17%	23.31%	26.96%	25.80%	23.80%	25.32%	25.04%	22.16%	24.56%	4.70%	4.62%	4.66%			
20	14.10%	12.47%	13.81%	14.04%	13.62%	13.97%	12.16%	11.10%	12.10%	14.70%	13.68%	14.46%	13.78%	13.04%	13.66%	4.36%	4.52%	4.44%			
21	9.08%	8.81%	9.03%	7.72%	7.24%	7.64%	6.06%	6.16%	6.06%	8.87%	8.38%	8.75%	8.02%	8.06%	8.03%	4.57%	4.75%	4.66%			
22	6.61%	6.77%	6.64%	4.97%	5.01%	4.97%	3.63%	4.13%	3.66%	5.83%	6.55%	6.00%	5.39%	6.01%	5.49%	4.82%	4.84%	4.83%			
23	4.97%	5.61%	5.08%	3.33%	3.47%	3.35%	2.51%	2.15%	2.49%	3.79%	4.19%	3.89%	3.79%	4.39%	3.89%	5.35%	5.15%	5.25%			
24	3.33%	3.95%	3.45%	2.10%	2.58%	2.18%	1.41%	2.03%	1.44%	2.28%	2.61%	2.36%	2.41%	3.08%	2.52%	5.27%	5.25%	5.26%			
25+	8.91%	13.65%	9.77%	4.58%	6.59%	4.92%	1.69%	3.49%	1.79%	3.16%	3.87%	3.33%	5.25%	8.46%	5.78%	61.33%	61.77%	61.55%			
TOTAL				100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993-September 1994.

Table B-2. FY 1994 NPS Active Component Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

AGE	MILITARY										17-35 YEAR OLD			
	MARRIED					UNMARRIED					PERCENT MARRIED		MARRIED CIVILIANS	
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females
17	59	22	81	5,329	1,193	6,522	5,388	1,215	6,603	1.10%	1.81%	1.23%	40,545	
18	976	311	1,287	47,204	8,549	55,753	48,180	8,860	57,040	2.03%	3.51%	2.26%	115,250	
19	1,744	478	2,222	35,171	5,941	41,112	36,915	6,419	43,334	4.72%	7.45%	5.13%	242,630	
20	1,660	460	2,120	18,658	3,317	21,975	20,318	3,777	24,095	8.17%	12.18%	8.80%	373,018	
21	1,660	405	2,065	10,163	1,930	12,093	11,823	2,335	14,158	14.04%	17.34%	14.59%	551,857	
22	1,454	411	1,865	6,490	1,330	7,820	7,944	1,741	9,685	18.30%	23.61%	19.26%	819,076	
23	1,248	366	1,614	4,342	906	5,248	5,590	1,272	6,862	22.33%	28.77%	23.52%	1,070,525	
24	1,001	294	1,295	2,549	599	3,148	3,550	893	4,443	28.20%	32.92%	29.15%	1,345,680	
25	723	227	950	1,572	374	1,946	2,295	601	2,896	31.50%	37.77%	32.80%	1,502,321	
26	570	172	742	974	238	1,212	1,544	410	1,954	36.92%	41.95%	37.97%	1,715,973	
27	444	145	589	619	216	835	1,063	361	1,424	41.77%	40.17%	41.36%	1,883,479	
28	318	126	444	473	156	629	791	282	1,073	40.20%	44.68%	41.38%	2,149,773	
29	242	77	319	340	108	448	582	185	767	41.58%	41.62%	41.59%	2,401,648	
30	198	70	268	222	89	311	420	159	579	47.14%	44.03%	46.29%	2,566,271	
31	132	62	194	180	63	243	312	125	437	42.31%	49.60%	44.39%	2,741,602	
32	115	45	160	146	58	204	261	103	364	44.06%	43.69%	43.96%	2,834,540	
33	97	46	143	107	53	160	204	99	303	47.55%	46.46%	47.19%	2,922,025	
34	67	48	115	97	44	141	164	92	256	40.85%	52.17%	44.92%	2,956,706	
35	32	11	43	23	13	36	55	24	79	58.18%	45.83%	54.43%	2,972,002	
36+	30	6	36	18	3	21	48	9	57	62.50%	66.67%	63.16%	NA	
TOTAL	12,770	3,782	16,552	134,677	25,180	159,857	147,447	28,962	176,409	8.66%	13.06%	9.38%	31,204,921	

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993-September 1994.

Table B-2 (Continued). FY 1994 NPS Active Component Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

b. Percent

AGE	MILITARY										17-35 YEAR OLD MARRIED CIVILIANS	
	MARRIED			UNMARRIED			TOTAL DoD					
	Males	Females	Total	Males	Females	Total	Males	Females	Total			
17	0.46%	0.58%	0.49%	3.96%	4.74%	4.08%	3.65%	4.20%	3.74%	0.13%		
18	7.64%	8.22%	7.78%	35.05%	33.95%	34.88%	32.68%	30.59%	32.33%	0.37%		
19	13.66%	12.64%	13.42%	26.12%	23.59%	25.72%	25.04%	22.16%	24.56%	0.78%		
20	13.00%	12.16%	12.81%	13.85%	13.17%	13.75%	13.78%	13.04%	13.66%	1.20%		
21	13.00%	10.71%	12.48%	7.55%	7.66%	7.56%	8.02%	8.06%	8.03%	1.77%		
22	11.39%	10.87%	11.27%	4.82%	5.28%	4.89%	5.39%	6.01%	5.49%	2.62%		
23	9.77%	9.68%	9.75%	3.22%	3.60%	3.28%	3.79%	4.39%	3.89%	3.43%		
24	7.84%	7.77%	7.82%	1.89%	2.38%	1.97%	2.41%	3.08%	2.52%	4.31%		
25	5.66%	6.00%	5.74%	1.17%	1.49%	1.22%	1.56%	2.08%	1.64%	4.81%		
26	4.46%	4.55%	4.48%	0.72%	0.95%	0.76%	1.05%	1.42%	1.11%	5.50%		
27	3.48%	3.83%	3.56%	0.46%	0.86%	0.52%	0.72%	1.25%	0.81%	6.04%		
28	2.49%	3.33%	2.68%	0.35%	0.62%	0.39%	0.54%	0.97%	0.61%	6.89%		
29	1.90%	2.04%	1.93%	0.25%	0.43%	0.28%	0.39%	0.64%	0.43%	7.70%		
30	1.55%	1.85%	1.62%	0.16%	0.35%	0.19%	0.28%	0.55%	0.33%	8.22%		
31	1.03%	1.64%	1.17%	0.13%	0.25%	0.15%	0.21%	0.43%	0.25%	8.79%		
32	0.90%	1.19%	0.97%	0.11%	0.23%	0.13%	0.18%	0.36%	0.21%	9.08%		
33	0.76%	1.22%	0.86%	0.08%	0.21%	0.10%	0.14%	0.34%	0.17%	9.36%		
34	0.52%	1.27%	0.69%	0.07%	0.17%	0.09%	0.11%	0.32%	0.15%	9.48%		
35	0.25%	0.29%	0.26%	0.02%	0.05%	0.02%	0.04%	0.08%	0.04%	9.52%		
36+	0.23%	0.16%	0.22%	0.01%	0.01%	0.01%	0.03%	0.03%	0.03%	NA		
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%		

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993-September 1994.

Table B-3. FY 1994 NPS Active Component Enlisted Accessions by Race/Ethnicity, Service, and Gender with Civilian Comparison Group

RACE/ ETHNICITY	SERVICE												18-24 YR OLD CIVILIANS					
	ARMY			NAVY			MARINE CORPS			AIR FORCE							TOTAL DoD	
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
a. Number																		
White	35,133	6,066	41,199	31,592	5,783	37,375	22,074	1,140	23,214	17,927	5,034	22,961	106,726	18,023	124,749	8,542,710	8,634,148	17,176,858
Black	9,663	3,980	13,643	7,582	2,178	9,760	3,737	304	4,041	2,809	1,371	4,180	23,791	7,833	31,624	1,664,128	1,894,740	3,558,868
Hispanic	3,719	712	4,431	3,568	677	4,245	3,231	198	3,429	1,105	337	1,442	11,623	1,924	13,547	1,679,737	1,574,014	3,253,751
Other	1,718	410	2,128	1,765	351	2,116	994	78	1,072	830	343	1,173	5,307	1,182	6,489	506,971	515,206	1,022,177
TOTAL	50,233	11,168	61,401	44,507	8,989	53,496	30,036	1,720	31,756	22,671	7,085	29,756	147,447	28,962	176,409	12,393,546	12,618,108	25,011,654
b. Percent																		
White	69.94%	54.32%	67.10%	70.98%	64.33%	69.87%	73.49%	66.28%	73.10%	79.07%	71.05%	77.16%	72.38%	62.23%	70.72%	68.93%	68.43%	68.68%
Black	19.24%	35.64%	22.22%	17.04%	24.23%	18.24%	12.44%	17.67%	12.73%	12.39%	19.35%	14.05%	16.14%	27.05%	17.93%	13.43%	15.02%	14.23%
Hispanic	7.40%	6.38%	7.22%	8.02%	7.53%	7.94%	10.76%	11.51%	10.80%	4.87%	4.76%	4.85%	7.88%	6.64%	7.68%	13.55%	12.47%	13.01%
Other	3.42%	3.67%	3.47%	3.97%	3.90%	3.96%	3.31%	4.53%	3.38%	3.66%	4.84%	3.94%	3.60%	4.08%	3.68%	4.09%	4.08%	4.09%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey, October 1993-September 1994

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey, October 1993-September 1994.

Table B-4. FY 1994 NPS Active Component Enlisted Accessions by Ethnicity and Service

ETHNICITY	SERVICE												TOTAL DoD	
	ARMY		NAVY		MARINE CORPS		AIR FORCE							
	#	%	#	%	#	%	#	%	#	%	#	%		
MEXICAN	1,882	3.07%	1,834	3.43%	1,937	6.10%	546	1.83%	6,199	1.83%	6,199	3.51%		
PUERTO RICAN	1,118	1.82%	457	0.85%	408	1.28%	192	0.65%	2,175	0.65%	2,175	1.23%		
CUBAN	52	0.08%	78	0.15%	59	0.19%	5	0.02%	194	0.02%	194	0.11%		
LATIN AMER.	509	0.83%	272	0.51%	209	0.66%	111	0.37%	1,101	0.37%	1,101	0.62%		
OTHER HISP.	870	1.42%	1,604	3.00%	816	2.57%	588	1.98%	3,878	1.98%	3,878	2.20%		
ALEUTIAN	3	0.00%	1	0.00%	2	0.01%	2	0.01%	8	0.01%	8	0.00%		
ESKIMO	7	0.01%	4	0.01%	8	0.03%	1	0.00%	20	0.01%	20	0.01%		
N. AMER. INDIAN	424	0.69%	385	0.72%	295	0.93%	159	0.53%	1,263	0.53%	1,263	0.72%		
CHINESE	63	0.10%	78	0.15%	34	0.11%	20	0.07%	195	0.07%	195	0.11%		
JAPANESE	49	0.08%	50	0.09%	19	0.06%	31	0.10%	149	0.10%	149	0.08%		
KOREAN	227	0.37%	130	0.24%	72	0.23%	70	0.24%	499	0.24%	499	0.28%		
INDIAN	33	0.05%	34	0.06%	13	0.04%	16	0.05%	96	0.05%	96	0.05%		
FILIPINO	474	0.77%	885	1.65%	199	0.63%	319	1.07%	1,877	1.07%	1,877	1.06%		
VIETNAMESE	116	0.19%	157	0.29%	54	0.17%	20	0.07%	347	0.07%	347	0.20%		
OTHER ASIAN	231	0.38%	260	0.49%	136	0.43%	250	0.84%	877	0.84%	877	0.50%		
MELANESIAN	7	0.01%	0	0.00%	1	0.00%	1	0.00%	9	0.01%	9	0.01%		
MICRONESIAN	22	0.04%	7	0.01%	7	0.02%	1	0.00%	37	0.02%	37	0.02%		
POLYNESIAN	72	0.12%	34	0.06%	11	0.03%	10	0.03%	127	0.03%	127	0.07%		
OTHER PACIFIC	76	0.12%	47	0.09%	26	0.08%	28	0.09%	177	0.09%	177	0.10%		
OTHER/NONE *	55,145	89.81%	47,169	88.17%	27,410	86.31%	27,376	92.00%	157,100	92.00%	157,100	89.05%		
UNKNOWN	21	0.03%	10	0.02%	40	0.13%	10	0.03%	81	0.03%	81	0.05%		
TOTAL	61,401	100.00%	53,496	100.00%	31,756	100.00%	29,756	100.00%	176,409	100.00%	176,409	100.00%		

* "Other/None" includes Whites and Blacks who claim no other ethnic category.

Columns may not add to totals due to rounding.

Table B-5. FY 1994 NPS Active Component Enlisted Accessions by AFQT Category, Service, and Gender with Civilian Comparison Group

a. Number	GENDER	AFQT CATEGORY						
		I	II	III A	III B	IV	V	Other/Unk. TOTAL
	ARMY							
	Males	2,560	18,195	14,528	13,387	1,106	0	457 50,233
	Females	336	3,695	3,770	3,246	38	0	83 11,168
	Total	2,896	21,890	18,298	16,633	1,144	0	540 61,401
	NAVY							
	Males	2,487	17,236	10,765	13,957	6	0	56 44,507
	Females	251	3,055	2,694	2,973	2	0	14 8,989
	Total	2,738	20,291	13,459	16,930	8	0	70 53,496
	MARINE CORPS							
	Males	1,071	10,416	8,239	10,282	17	0	11 30,036
	Females	49	691	603	375	2	0	0 1,720
	Total	1,120	11,107	8,842	10,657	19	0	11 31,756
	AIR FORCE							
	Males	1,380	10,478	6,550	4,161	33	0	69 22,671
	Females	257	3,023	2,281	1,511	3	0	10 7,085
	Total	1,637	13,501	8,831	5,672	36	0	79 29,756
	TOTAL DoD							
	Males	7,498	56,325	40,082	41,787	1,162	0	593 147,447
	Females	893	10,464	9,348	8,105	45	0	107 28,962
	Total	8,391	66,789	49,430	49,892	1,207	0	700 176,409
	1980, 18-23 YEAR OLD CIVILIANS							
	Males	1,286,646	3,785,416	1,853,499	2,056,399	2,628,481	1,280,715	0 12,891,156
	Females	731,527	3,370,373	2,032,982	2,589,632	2,716,012	1,077,339	0 12,517,865
	Total	2,018,173	7,155,789	3,886,481	4,646,031	5,344,493	2,358,054	0 25,409,021

Source: Civilian data from Profile of American Youth (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).

Table B-5 (Continued). FY 1994 NPS Active Component Enlisted Accessions by AFQT Category, Service, and Gender with Civilian Comparison Group

b. Percent	GENDER	AFQT CATEGORY							Other/Unk.	TOTAL
		I	II	III A	III B	IV	V			
ARMY										
Males	5.10%	36.22%	28.92%	26.65%	2.20%	0.00%	0.91%	100.00%		
Females	3.01%	33.09%	33.76%	29.07%	0.34%	0.00%	0.74%	100.00%		
Total	4.72%	35.65%	29.80%	27.09%	1.86%	0.00%	0.88%	100.00%		
NAVY										
Males	5.59%	38.73%	24.19%	31.36%	0.01%	0.00%	0.13%	100.00%		
Females	2.79%	33.99%	29.97%	33.07%	0.02%	0.00%	0.16%	100.00%		
Total	5.12%	37.93%	25.16%	31.65%	0.01%	0.00%	0.13%	100.00%		
MARINE CORPS										
Males	3.57%	34.68%	27.43%	34.23%	0.06%	0.00%	0.04%	100.00%		
Females	2.85%	40.17%	35.06%	21.80%	0.12%	0.00%	0.00%	100.00%		
Total	3.53%	34.98%	27.84%	33.56%	0.06%	0.00%	0.03%	100.00%		
AIR FORCE										
Males	6.09%	46.22%	28.89%	18.35%	0.15%	0.00%	0.30%	100.00%		
Females	3.63%	42.67%	32.19%	21.33%	0.04%	0.00%	0.14%	100.00%		
Total	5.50%	45.37%	29.68%	19.06%	0.12%	0.00%	0.27%	100.00%		
TOTAL DoD										
Males	5.09%	38.20%	27.18%	28.34%	0.79%	0.00%	0.40%	100.00%		
Females	3.08%	36.13%	32.28%	27.98%	0.16%	0.00%	0.37%	100.00%		
Total	4.76%	37.86%	28.02%	28.28%	0.68%	0.00%	0.40%	100.00%		
1980, 18-23 YEAR OLD CIVILIANS										
Males	9.98%	29.36%	14.38%	15.95%	20.39%	9.93%	0.00%	100.00%		
Females	5.84%	26.92%	16.24%	20.69%	21.70%	8.61%	0.00%	100.00%		
Total	7.94%	28.16%	15.30%	18.28%	21.03%	9.28%	0.00%	100.00%		

Rows may not add to totals due to rounding.

Source: Civilian data from Profile of American Youth (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).

Table B-6. FY 1994 NPS Active Component Enlisted Accessions by AFQT Category, Service, and Race/Ethnicity

a. Number	RACE/ ETHNICITY	AFQT CATEGORY						
		I	II	III A	III B	IV	V	Other/Unk.
		TOTAL						
ARMY								
White	2,625	17,587	12,155	7,884	592	0	356	41,199
Black	113	2,526	4,217	6,230	415	0	142	13,643
Hispanic	60	1,104	1,360	1,786	92	0	29	4,431
Other	98	673	566	733	45	0	13	2,128
Total	2,896	21,890	18,298	16,633	1,144	0	540	61,401
NAVY								
White	2,487	16,585	9,344	8,914	1	0	44	37,375
Black	81	1,813	2,465	5,378	5	0	18	9,760
Hispanic	92	1,224	1,104	1,819	0	0	6	4,245
Other	78	669	546	819	2	0	2	2,116
Total	2,738	20,291	13,459	16,930	8	0	70	53,496
MARINE CORPS								
White	1,002	9,203	6,410	6,583	6	0	10	23,214
Black	41	751	1,065	2,177	7	0	0	4,041
Hispanic	38	826	1,085	1,474	5	0	1	3,429
Other	39	327	282	423	1	0	0	1,072
Total	1,120	11,107	8,842	10,657	19	0	11	31,756
AIR FORCE								
White	1,488	11,228	6,428	3,719	30	0	68	22,961
Black	50	1,252	1,537	1,330	6	0	5	4,180
Hispanic	35	532	506	367	0	0	2	1,442
Other	64	489	360	256	0	0	4	1,173
Total	1,637	13,501	8,831	5,672	36	0	79	29,756
TOTAL DoD								
White	7,602	54,603	34,337	27,100	629	0	478	124,749
Black	285	6,342	9,284	15,115	433	0	165	31,624
Hispanic	225	3,686	4,055	5,446	97	0	38	13,547
Other	279	2,158	1,754	2,231	48	0	19	6,489
Total	8,391	66,789	49,430	49,892	1,207	0	700	176,409

Table B-6 (Continued). FY 1994 NPS Active Component Enlisted Accessions by AFQT Category, Service, and Race/Ethnicity

b. Percent	RACE/ ETHNICITY	AFQT CATEGORY						
		I	II	IIIA	IIIB	IV	V	Other/Unk.
	ARMY							
	White	6.37%	42.69%	29.50%	19.14%	1.44%	0.00%	0.86%
	Black	0.83%	18.51%	30.91%	45.66%	3.04%	0.00%	1.04%
	Hispanic	1.35%	24.92%	30.69%	40.31%	2.08%	0.00%	0.65%
	Other	4.61%	31.63%	26.60%	34.45%	2.11%	0.00%	0.61%
	Total	4.72%	35.65%	29.80%	27.09%	1.86%	0.00%	0.88%
	NAVY							
	White	6.65%	44.37%	25.00%	23.85%	0.00%	0.00%	0.12%
	Black	0.83%	18.58%	25.26%	55.10%	0.05%	0.00%	0.18%
	Hispanic	2.17%	28.83%	26.01%	42.85%	0.00%	0.00%	0.14%
	Other	3.69%	31.62%	25.80%	38.71%	0.09%	0.00%	0.09%
	Total	5.12%	37.93%	25.16%	31.65%	0.01%	0.00%	0.13%
	MARINE CORPS							
	White	4.32%	39.64%	27.61%	28.36%	0.03%	0.00%	0.04%
	Black	1.01%	18.58%	26.35%	53.87%	0.17%	0.00%	0.00%
	Hispanic	1.11%	24.09%	31.64%	42.99%	0.15%	0.00%	0.03%
	Other	3.64%	30.50%	26.31%	39.46%	0.09%	0.00%	0.00%
	Total	3.53%	34.98%	27.84%	33.56%	0.06%	0.00%	0.03%
	AIR FORCE							
	White	6.48%	48.90%	28.00%	16.20%	0.13%	0.00%	0.30%
	Black	1.20%	29.95%	36.77%	31.82%	0.14%	0.00%	0.12%
	Hispanic	2.43%	36.89%	35.09%	25.45%	0.00%	0.00%	0.14%
	Other	5.46%	41.69%	30.69%	21.82%	0.00%	0.00%	0.34%
	Total	5.50%	45.37%	29.68%	19.06%	0.12%	0.00%	0.27%
	TOTAL DoD							
	White	6.09%	43.77%	27.52%	21.72%	0.50%	0.00%	0.38%
	Black	0.90%	20.05%	29.36%	47.80%	1.37%	0.00%	0.52%
	Hispanic	1.66%	27.21%	29.93%	40.20%	0.72%	0.00%	0.28%
	Other	4.30%	33.26%	27.03%	34.38%	0.74%	0.00%	0.29%
	Total	4.76%	37.86%	28.02%	28.28%	0.68%	0.00%	0.40%
Rows may not add to totals due to rounding.								

Table B-7. FY 1994 NPS Active Component Enlisted Accessions by Education, Service, and Gender with Civilian Comparison Group

GENDER	EDUCATIONAL TIER						TOTAL	
	TIER 1		TIER 2		TIER 3			
	#	%	#	%	#	%	#	%
ARMY								
Males	46,322	92.21%	3,311	6.59%	600	1.19%	50,233	100.00%
Females	10,725	96.03%	387	3.47%	56	0.50%	11,168	100.00%
Total	57,047	92.91%	3,698	6.02%	656	1.07%	61,401	100.00%
NAVY								
Males	41,341	92.89%	2,497	5.61%	669	1.50%	44,507	100.00%
Females	8,627	95.97%	321	3.57%	41	0.46%	8,989	100.00%
Total	49,968	93.41%	2,818	5.27%	710	1.33%	53,496	100.00%
MARINE CORPS								
Males	28,587	95.18%	1,368	4.55%	81	0.27%	30,036	100.00%
Females	1,688	98.14%	31	1.80%	1	0.06%	1,720	100.00%
Total	30,275	95.34%	1,399	4.41%	82	0.26%	31,756	100.00%
AIR FORCE								
Males	22,353	98.60%	301	1.33%	17	0.07%	22,671	100.00%
Females	6,998	98.77%	84	1.19%	3	0.04%	7,085	100.00%
Total	29,351	98.64%	385	1.29%	20	0.07%	29,756	100.00%
TOTAL DoD								
Males	138,603	94.00%	7,477	5.07%	1,367	0.93%	147,447	100.00%
Females	28,038	96.81%	823	2.84%	101	0.35%	28,962	100.00%
Total	166,641	94.46%	8,300	4.70%	1,468	0.83%	176,409	100.00%
18-24 YEAR OLD CIVILIANS								
Males	9,655,995	77.91%	*	*	2,737,551	22.09%	12,393,546	100.00%
Females	10,373,324	82.21%	*	*	2,244,784	17.79%	12,618,108	100.00%
Total	20,029,319	80.08%	*	*	4,982,335	19.92%	25,011,654	100.00%

* Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey, October 1993-September 1994.

Table B-8. FY 1994 NPS Active Component Enlisted Accessions by Education, Service, and Race/Ethnicity with Civilian Comparison Group

RACE/ ETHNICITY	EDUCATIONAL TIER						TOTAL	
	TIER 1		TIER 2		TIER 3			
	#	%	#	%	#	%	#	%
ARMY								
White	37,723	91.56%	2,927	7.10%	549	1.33%	41,199	100.00%
Black	13,171	96.54%	412	3.02%	60	0.44%	13,643	100.00%
Hispanic	4,132	93.25%	266	6.00%	33	0.74%	4,431	100.00%
Other	2,021	94.97%	93	4.37%	14	0.66%	2,128	100.00%
Total	57,047	92.91%	3,698	6.02%	656	1.07%	61,401	100.00%
NAVY								
White	34,655	92.72%	2,145	5.74%	575	1.54%	37,375	100.00%
Black	9,346	95.76%	345	3.53%	69	0.71%	9,760	100.00%
Hispanic	3,961	93.31%	238	5.61%	46	1.08%	4,245	100.00%
Other	2,006	94.80%	90	4.25%	20	0.95%	2,116	100.00%
Total	49,968	93.41%	2,818	5.27%	710	1.33%	53,496	100.00%
MARINE CORPS								
White	22,051	94.99%	1,098	4.73%	65	0.28%	23,214	100.00%
Black	3,890	96.26%	148	3.66%	3	0.07%	4,041	100.00%
Hispanic	3,303	96.33%	118	3.44%	8	0.23%	3,429	100.00%
Other	1,031	96.18%	35	3.26%	6	0.56%	1,072	100.00%
Total	30,275	95.34%	1,399	4.41%	82	0.26%	31,756	100.00%
AIR FORCE								
White	22,630	98.56%	314	1.37%	17	0.07%	22,961	100.00%
Black	4,140	99.04%	38	0.91%	2	0.05%	4,180	100.00%
Hispanic	1,422	98.61%	19	1.32%	1	0.07%	1,442	100.00%
Other	1,159	98.81%	14	1.19%	0	0.00%	1,173	100.00%
Total	29,351	98.64%	385	1.29%	20	0.07%	29,756	100.00%
TOTAL DoD								
White	117,059	93.84%	6,484	5.20%	1,206	0.97%	124,749	100.00%
Black	30,547	96.59%	943	2.98%	134	0.42%	31,624	100.00%
Hispanic	12,818	94.62%	641	4.73%	88	0.65%	13,547	100.00%
Other	6,217	95.81%	232	3.58%	40	0.62%	6,489	100.00%
Total	166,641	94.46%	8,300	4.70%	1,468	0.83%	176,409	100.00%
18-24 YEAR OLD CIVILIANS								
White	14,617,632	85.10%	*	*	2,559,226	14.90%	17,176,858	100.00%
Black	2,648,650	74.42%	*	*	910,218	25.58%	3,558,868	100.00%
Hispanic	1,894,395	58.22%	*	*	1,359,356	41.78%	3,253,751	100.00%
Other	868,642	84.98%	*	*	153,535	15.02%	1,022,177	100.00%
Total	20,029,319	80.08%	*	*	4,982,335	19.92%	25,011,654	100.00%

* Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey, October 1993-September 1994.

Table B-9. FY 1994 NPS Active Component Enlisted Accessions by Quality, Service, and Gender

GENDER	QUALITY					
	HIGH QUALITY *			NON-HIGH QUALITY		
	#	%		#	%	TOTAL
ARMY						
Males	31,906	63.52%		18,327	36.48%	50,233
Females	7,423	66.47%		3,745	33.53%	11,168
Total	39,329	64.05%		22,072	35.95%	61,401
NAVY						
Males	27,833	62.54%		16,674	37.46%	44,507
Females	5,693	63.33%		3,296	36.67%	8,989
Total	33,526	62.67%		19,970	37.33%	53,496
MARINE CORPS						
Males	18,727	62.35%		11,309	37.65%	30,036
Females	1,318	76.63%		402	23.37%	1,720
Total	20,045	63.12%		11,711	36.88%	31,756
AIR FORCE						
Males	18,106	79.86%		4,565	20.14%	22,671
Females	5,482	77.37%		1,603	22.63%	7,085
Total	23,588	79.27%		6,168	20.73%	29,756
TOTAL DoD						
Males	96,572	65.50%		50,875	34.50%	147,447
Females	19,916	68.77%		9,046	31.23%	28,962
Total	116,488	66.03%		59,921	33.97%	176,409

* High quality accessions are AFQT Category I - IIIA, high school graduates.

Table B-10. FY 1994 Active Component Enlisted Accessions by Quality, Service, and Race/Ethnicity

RACE/ ETHNICITY	QUALITY				TOTAL			
	HIGH QUALITY *		NON-HIGH QUALITY					
	#	%	#	%	#	%	#	%
ARMY								
White	29,295	71.11%	11,904	28.89%	41,199	100.00%		
Black	6,493	47.59%	7,150	52.41%	13,643	100.00%		
Hispanic	2,287	51.61%	2,144	48.39%	4,431	100.00%		
Other	1,254	58.93%	874	41.07%	2,128	100.00%		
Total	39,329	64.05%	22,072	35.95%	61,401	100.00%		
NAVY								
White	26,023	69.63%	11,352	30.37%	37,375	100.00%		
Black	4,053	41.53%	5,707	58.47%	9,760	100.00%		
Hispanic	2,231	52.56%	2,014	47.44%	4,245	100.00%		
Other	1,219	57.61%	897	42.39%	2,116	100.00%		
Total	33,526	62.67%	19,970	37.33%	53,496	100.00%		
MARINE CORPS								
White	15,773	67.95%	7,441	32.05%	23,214	100.00%		
Black	1,783	44.12%	2,258	55.88%	4,041	100.00%		
Hispanic	1,869	54.51%	1,560	45.49%	3,429	100.00%		
Other	620	57.84%	452	42.16%	1,072	100.00%		
Total	20,045	63.12%	11,711	36.88%	31,756	100.00%		
AIR FORCE								
White	18,829	82.00%	4,132	18.00%	22,961	100.00%		
Black	2,805	67.11%	1,375	32.89%	4,180	100.00%		
Hispanic	1,055	73.16%	387	26.84%	1,442	100.00%		
Other	899	76.64%	274	23.36%	1,173	100.00%		
Total	23,588	79.27%	6,168	20.73%	29,756	100.00%		
TOTAL DoD								
White	89,920	72.08%	34,829	27.92%	124,749	100.00%		
Black	15,134	47.86%	16,490	52.14%	31,624	100.00%		
Hispanic	7,442	54.93%	6,105	45.07%	13,547	100.00%		
Other	3,992	61.52%	2,497	38.48%	6,489	100.00%		
Total	116,488	66.03%	59,921	33.97%	176,409	100.00%		

* High quality accessions are AFQT Category I-III, high school graduates.

Table B-11. FY 1994 NPS Active Component Enlisted Accessions by Census Region, Division, State, and Gender with Civilian Comparison Group

CENSUS REGION CENSUS DIVISION STATE	DoD				18-24 YEAR OLD CIVILIANS			
	MALES		FEMALES		TOTAL		MALES	
	#	%	#	%	#	%	%	%
NORTHEAST REGION	22,323	84.60%	4,065	15.40%	26,388	100.00%	50.53%	49.47%
<i>New England Division</i>								
Maine	6,021	85.46%	1,024	14.54%	7,045	100.00%	50.27%	49.73%
New Hampshire	1,085	84.04%	206	15.96%	1,291	100.00%	48.64%	51.36%
Vermont	762	84.11%	144	15.89%	906	100.00%	48.64%	51.36%
Massachusetts	342	86.36%	54	13.64%	396	100.00%	47.33%	52.67%
Rhode Island	2,292	87.28%	334	12.72%	2,626	100.00%	51.54%	48.46%
Connecticut	378	84.56%	69	15.44%	447	100.00%	45.44%	54.56%
	1,162	84.26%	217	15.74%	1,379	100.00%	50.93%	49.07%
<i>Middle Atlantic Division</i>								
New York	16,302	84.28%	3,041	15.72%	19,343	100.00%	50.62%	49.38%
New Jersey	7,309	83.73%	1,420	16.27%	8,729	100.00%	50.69%	49.31%
Pennsylvania	2,706	85.28%	467	14.72%	3,173	100.00%	49.59%	50.41%
	6,287	84.49%	1,154	15.51%	7,441	100.00%	51.15%	48.85%
NORTH CENTRAL REGION	33,246	84.25%	6,215	15.75%	39,461	100.00%	48.85%	51.15%
<i>East North Central Division</i>								
Ohio	23,653	84.20%	4,440	15.80%	28,093	100.00%	48.14%	51.86%
Indiana	7,074	84.41%	1,307	15.59%	8,381	100.00%	47.59%	52.41%
Illinois	3,297	86.44%	517	13.56%	3,814	100.00%	46.29%	53.71%
Michigan	5,889	84.84%	1,052	15.16%	6,941	100.00%	48.15%	51.85%
Wisconsin	5,409	82.54%	1,144	17.46%	6,553	100.00%	49.83%	50.17%
	1,984	82.53%	420	17.47%	2,404	100.00%	48.35%	51.65%
<i>West North Central Division</i>								
Minnesota	9,593	84.39%	1,775	15.61%	11,368	100.00%	50.55%	49.45%
Iowa	1,720	84.85%	307	15.15%	2,027	100.00%	49.61%	50.39%
Missouri	1,510	85.41%	258	14.59%	1,768	100.00%	52.01%	47.99%
North Dakota	3,340	85.33%	574	14.67%	3,914	100.00%	49.36%	50.64%
South Dakota	291	77.19%	86	22.81%	377	100.00%	51.06%	48.94%
Nebraska	448	80.00%	112	20.00%	560	100.00%	51.28%	48.72%
Kansas	914	83.55%	180	16.45%	1,094	100.00%	49.03%	50.97%
	1,370	84.15%	258	15.85%	1,628	100.00%	53.83%	46.17%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993-September 1994.

Table B-11 (Continued). FY 1994 NPS Active Component Enlisted Accessions by Census Region, Division, State, and Gender with Civilian Comparison Group

CENSUS REGION CENSUS DIVISION STATE	DoD				18-24 YEAR OLD CIVILIANS			
	MALES		FEMALES		TOTAL		MALES	
	#	%	#	%	#	%	%	%
SOUTH REGION	61,392	82.62%	12,916	17.38%	74,308	100.00%	49.41%	50.59%
<i>South Atlantic Division</i>	<i>30,580</i>	<i>82.07%</i>	<i>6,682</i>	<i>17.93%</i>	<i>37,262</i>	<i>100.00%</i>	<i>48.94%</i>	<i>51.06%</i>
Delaware	360	83.92%	69	16.08%	429	100.00%	52.95%	47.05%
Maryland	2,683	84.13%	506	15.87%	3,189	100.00%	47.82%	52.18%
District of Columbia	145	77.96%	41	22.04%	186	100.00%	45.50%	54.50%
Virginia	4,186	81.16%	972	18.84%	5,158	100.00%	48.95%	51.05%
West Virginia	1,623	88.40%	213	11.60%	1,836	100.00%	47.87%	52.13%
North Carolina	4,481	82.21%	970	17.79%	5,451	100.00%	47.88%	52.12%
South Carolina	2,968	81.76%	662	18.24%	3,630	100.00%	50.37%	49.63%
Georgia	4,755	80.89%	1,123	19.11%	5,878	100.00%	47.99%	52.01%
Florida	9,379	81.52%	2,126	18.48%	11,505	100.00%	50.11%	49.89%
<i>East South Central Division</i>	<i>10,029</i>	<i>82.47%</i>	<i>2,132</i>	<i>17.53%</i>	<i>12,161</i>	<i>100.00%</i>	<i>49.90%</i>	<i>50.10%</i>
Kentucky	2,323	84.87%	414	15.13%	2,737	100.00%	49.82%	50.18%
Tennessee	2,752	84.06%	522	15.94%	3,274	100.00%	49.62%	50.38%
Alabama	3,234	80.07%	805	19.93%	4,039	100.00%	49.16%	50.84%
Mississippi	1,720	81.48%	391	18.52%	2,111	100.00%	51.65%	48.35%
<i>West South Central Division</i>	<i>20,783</i>	<i>83.52%</i>	<i>4,102</i>	<i>16.48%</i>	<i>24,885</i>	<i>100.00%</i>	<i>49.84%</i>	<i>50.16%</i>
Arkansas	1,871	83.83%	361	16.17%	2,232	100.00%	48.98%	51.02%
Louisiana	3,068	79.73%	780	20.27%	3,848	100.00%	49.50%	50.50%
Oklahoma	2,499	84.31%	465	15.69%	2,964	100.00%	49.86%	50.14%
Texas	13,345	84.24%	2,496	15.76%	15,841	100.00%	50.03%	49.97%

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993-September 1994.

Table B-11 (Continued). FY 1994 NPS Active Component Enlisted Accessions by Census Region, Division, State, and Gender with Civilian Comparison Group

CENSUS REGION CENSUS DIVISION STATE	DoD				18-24 YEAR OLD CIVILIANS			
	MALES		FEMALES		TOTAL		MALES	
	#	%	#	%	#	%	%	%
WEST REGION	29,367	84.04%	5,575	15.96%	34,942	100.00%	49.71%	50.29%
<i>Mountain Division</i>	9,367	83.14%	1,899	16.86%	11,266	100.00%	49.70%	50.30%
Montana	740	84.19%	139	15.81%	879	100.00%	51.25%	48.75%
Idaho	782	85.19%	136	14.81%	918	100.00%	52.08%	47.92%
Wyoming	459	83.45%	91	16.55%	550	100.00%	52.38%	47.62%
Colorado	2,284	81.60%	515	18.40%	2,799	100.00%	51.06%	48.94%
New Mexico	1,032	80.12%	256	19.88%	1,288	100.00%	48.97%	51.03%
Arizona	2,541	84.31%	473	15.69%	3,014	100.00%	47.89%	52.11%
Utah	728	84.85%	130	15.15%	858	100.00%	48.17%	51.83%
Nevada	801	83.44%	159	16.56%	960	100.00%	50.71%	49.29%
<i>Pacific Division</i>	20,000	84.47%	3,676	15.53%	23,676	100.00%	49.71%	50.29%
Washington	3,164	83.09%	644	16.91%	3,808	100.00%	46.42%	53.58%
Oregon	2,151	84.15%	405	15.85%	2,556	100.00%	50.20%	49.80%
California	14,087	84.87%	2,512	15.13%	16,599	100.00%	50.43%	49.57%
Alaska	305	84.25%	57	15.75%	362	100.00%	48.50%	51.50%
Hawaii	293	83.48%	58	16.52%	351	100.00%	42.78%	57.22%
UNITED STATES SUBTOTAL	146,328	83.57%	28,771	16.43%	175,099	100.00%	49.55%	50.45%
TERRITORIES, POSSESSIONS, OR UNKNOWN	1,119	85.42%	191	14.58%	1,310	100.00%		
TOTAL	147,447	83.58%	28,962	16.42%	176,409	100.00%		

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993-September 1994.

Table B-12. FY 1994 NPS Active Component Enlisted Accessions by Census Region, Division, State, and Race/Ethnicity with Civilian Comparison Group

CENSUS REGION CENSUS DIVISION STATE			DoD								18-24 YEAR OLD CIVILIANS							
			WHITE		BLACK		HISPANIC		OTHER		WHITE		BLACK		HISPANIC		OTHER	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
NORTHEAST REGION																		
<i>New England Division</i>																		
Maine	1,252	96.98%	11	0.85%	6	0.46%	22	1.70%	218	3.09%	6	0.46%	22	1.70%	86.34%	5.13%	98.18%	0.21%
New Hampshire	875	96.58%	6	0.66%	12	1.32%	13	1.43%	12	1.32%	0	0.00%	13	1.43%	96.20%	0.22%	96.20%	0.99%
Vermont	386	97.47%	6	1.52%	0	0.00%	4	1.01%	0	0.00%	0	0.00%	4	1.01%	94.95%	0.52%	94.95%	2.05%
Massachusetts	2,339	89.07%	153	5.83%	87	3.31%	47	1.79%	87	3.31%	87	3.31%	47	1.79%	84.83%	6.06%	84.83%	3.74%
Rhode Island	379	84.79%	25	5.59%	26	5.82%	17	3.80%	26	5.82%	26	5.82%	17	3.80%	87.47%	4.29%	87.47%	1.52%
Connecticut	1,106	80.20%	153	11.09%	87	6.31%	33	2.39%	87	6.31%	87	6.31%	33	2.39%	79.55%	7.84%	79.55%	2.19%
<i>Middle Atlantic Division</i>																		
New York	14,201	73.42%	3,251	16.81%	1,322	6.83%	569	2.94%	1,322	6.83%	856	9.81%	340	3.90%	71.85%	13.84%	64.90%	15.18%
New Jersey	5,849	67.01%	1,684	19.29%	856	9.81%	340	3.90%	856	9.81%	336	10.59%	123	3.88%	66.90%	15.96%	66.90%	13.43%
Pennsylvania	2,021	63.69%	693	21.84%	336	10.59%	106	1.42%	336	10.59%	130	1.75%	106	1.42%	85.91%	9.75%	85.91%	3.71%
	6,331	85.08%	874	11.75%	130	1.75%			130	1.75%								2.29%
NORTH CENTRAL REGION																		
<i>East North Central Division</i>																		
Ohio	23,062	82.09%	3,930	13.99%	616	2.19%	485	1.73%	616	2.19%	109	1.30%	77	0.92%	79.52%	13.98%	85.65%	4.36%
Indiana	7,168	85.53%	1,027	12.25%	109	1.30%	77	0.92%	109	1.30%	58	1.52%	41	1.07%	85.61%	11.39%	85.61%	1.45%
Illinois	3,350	87.83%	365	9.57%	58	1.52%	41	1.07%	58	1.52%	345	4.97%	204	2.94%	67.45%	17.72%	67.45%	1.02%
Michigan	4,989	71.88%	1,403	20.21%	345	4.97%	204	2.94%	345	4.97%	70	1.07%	126	1.92%	77.99%	17.57%	77.99%	12.24%
Wisconsin	5,360	81.79%	997	15.21%	70	1.07%	126	1.92%	70	1.07%	34	1.41%	37	1.54%	89.51%	7.51%	89.51%	1.86%
	2,195	91.31%	138	5.74%	34	1.41%			34	1.41%								1.17%
<i>West North Central Division</i>																		
Minnesota	10,000	87.97%	902	7.93%	180	1.58%	286	2.52%	180	1.58%	22	1.09%	58	2.86%	87.92%	7.03%	88.12%	2.04%
Iowa	1,895	93.49%	52	2.57%	22	1.09%	58	2.86%	22	1.09%	15	0.85%	24	1.36%	94.30%	4.56%	94.30%	3.03%
Missouri	1,685	95.31%	44	2.49%	15	0.85%	24	1.36%	15	0.85%	39	1.00%	49	1.25%	84.27%	1.97%	84.27%	1.17%
North Dakota	3,279	83.78%	547	13.98%	39	1.00%	25	6.63%	39	1.00%	2	0.53%	25	6.63%	94.83%	14.03%	94.83%	0.32%
South Dakota	343	90.98%	7	1.86%	2	0.53%	54	9.64%	2	0.53%	9	1.61%	54	9.64%	91.73%	0.38%	91.73%	0.38%
Nebraska	490	87.50%	7	1.25%	9	1.61%	32	2.93%	9	1.61%	37	3.38%	32	2.93%	89.07%	0.77%	89.07%	0.98%
Kansas	950	86.84%	75	6.86%	37	3.38%	44	2.70%	37	3.38%	56	3.44%	44	2.70%	89.07%	6.60%	89.07%	3.21%
	1,358	83.42%	170	10.44%	56	3.44%			56	3.44%					83.69%	7.20%	83.69%	4.76%

Rows may not add to 100 percent due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993-September 1994.

Table B-12 (Continued). FY 1994 NPS Active Component Enlisted Accessions by Census Region, Division, State, and Race/Ethnicity with Civilian Comparison Group

CENSUS REGION CENSUS DIVISION STATE	DoD								18-24 YEAR OLD CIVILIANS							
	WHITE		BLACK		HISPANIC		OTHER		WHITE		BLACK		HISPANIC		OTHER	
	#	%	#	%	#	%	#	%	%	%	%	%	%	%	%	%
SOUTH REGION	46,654	62.78%	20,831	28.03%	5,268	7.09%	1,555	2.09%	62.93%	23.15%	11.74%	2.19%				
South Atlantic Division	23,108	62.01%	11,978	32.15%	1,353	3.63%	823	2.21%	63.02%	26.77%	7.83%	2.38%				
Delaware	299	69.70%	113	26.34%	6	1.40%	11	2.56%	71.51%	21.37%	3.43%	3.69%				
Maryland	1,959	61.43%	1,107	34.71%	30	0.94%	93	2.92%	57.76%	34.50%	4.39%	3.35%				
District of Columbia	8	4.30%	166	89.25%	5	2.69%	7	3.76%	26.08%	59.68%	12.04%	2.20%				
Virginia	3,322	64.40%	1,550	30.05%	103	2.00%	183	3.55%	70.72%	19.52%	5.16%	4.59%				
West Virginia	1,729	94.17%	91	4.96%	5	0.27%	11	0.60%	96.21%	2.98%	0.03%	0.78%				
North Carolina	3,274	60.06%	1,946	35.70%	82	1.50%	149	2.73%	70.02%	26.08%	1.80%	2.10%				
South Carolina	1,696	46.72%	1,887	51.98%	14	0.39%	33	0.91%	61.14%	36.88%	0.59%	1.39%				
Georgia	3,007	51.16%	2,739	46.60%	61	1.04%	71	1.21%	56.59%	37.79%	3.91%	1.71%				
Florida	7,814	67.92%	2,379	20.68%	1,047	9.10%	265	2.30%	58.24%	20.83%	19.05%	1.88%				
East South Central Division	7,876	64.76%	4,071	33.48%	83	0.68%	131	1.08%	73.89%	25.29%	0.29%	0.53%				
Kentucky	2,320	84.76%	371	13.55%	15	0.55%	31	1.13%	91.47%	7.92%	0.07%	0.54%				
Tennessee	2,430	74.22%	764	23.34%	40	1.22%	40	1.22%	76.36%	22.99%	0.04%	0.61%				
Alabama	2,169	53.70%	1,802	44.62%	23	0.57%	45	1.11%	69.86%	29.05%	0.74%	0.36%				
Mississippi	957	45.33%	1,134	53.72%	5	0.24%	15	0.71%	53.62%	45.42%	0.34%	0.62%				
West South Central Division	15,670	62.97%	4,782	19.22%	3,832	15.40%	601	2.42%	56.80%	16.61%	23.77%	2.82%				
Arkansas	1,669	74.78%	533	23.88%	16	0.72%	14	0.63%	79.14%	18.53%	1.54%	0.79%				
Louisiana	2,140	55.61%	1,597	41.50%	70	1.82%	41	1.07%	63.50%	33.24%	1.89%	1.37%				
Oklahoma	2,338	78.88%	355	11.98%	68	2.29%	203	6.85%	75.72%	12.08%	4.19%	8.01%				
Texas	9,523	60.12%	2,297	14.50%	3,678	23.22%	343	2.17%	49.61%	13.31%	34.46%	2.63%				

Rows may not add to 100 percent due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993-September 1994.

Table B-12 (Continued). FY 1994 NPS Active Component Enlisted Accessions by Census Region, Division, State, and Race/Ethnicity with Civilian Comparison Group

CENSUS REGION CENSUS DIVISION STATE	DoD						18-24 YEAR OLD CIVILIANS					
	WHITE		BLACK		HISPANIC		OTHER		WHITE		BLACK	
	#	%	#	%	#	%	#	%	%	%	%	%
WEST REGION	24,336	69.65%	2,286	6.54%	5,016	14.36%	3,304	9.46%	57.36%	4.48%	28.47%	9.70%
<i>Mountain Division</i>	<i>8,821</i>	<i>78.30%</i>	<i>500</i>	<i>4.44%</i>	<i>1,292</i>	<i>11.47%</i>	<i>653</i>	<i>5.80%</i>	<i>75.81%</i>	<i>2.68%</i>	<i>17.29%</i>	<i>4.22%</i>
Montana	798	90.78%	6	0.68%	10	1.14%	65	7.39%	90.52%	0.28%	1.25%	7.96%
Idaho	857	93.36%	5	0.54%	35	3.81%	21	2.29%	88.19%	0.52%	8.58%	2.71%
Wyoming	484	88.00%	13	2.36%	35	6.36%	18	3.27%	88.53%	1.55%	7.61%	2.31%
Colorado	2,176	77.74%	195	6.97%	321	11.47%	107	3.82%	80.18%	4.93%	10.45%	4.44%
New Mexico	682	52.95%	39	3.03%	398	30.90%	169	13.12%	47.87%	2.16%	39.64%	10.32%
Arizona	2,284	75.78%	143	4.74%	402	13.34%	185	6.14%	65.74%	2.46%	28.68%	3.12%
Utah	763	88.93%	15	1.75%	43	5.01%	37	4.31%	93.08%	0.80%	4.23%	1.89%
Nevada	777	80.94%	84	8.75%	48	5.00%	51	5.31%	71.31%	4.84%	20.43%	3.43%
<i>Pacific Division</i>	<i>15,515</i>	<i>65.53%</i>	<i>1,786</i>	<i>7.54%</i>	<i>3,724</i>	<i>15.73%</i>	<i>2,651</i>	<i>11.20%</i>	<i>50.90%</i>	<i>5.11%</i>	<i>32.38%</i>	<i>11.61%</i>
Washington	3,279	86.11%	147	3.86%	124	3.26%	258	6.78%	83.96%	2.62%	4.62%	8.80%
Oregon	2,345	91.74%	48	1.88%	70	2.74%	93	3.64%	80.58%	3.82%	10.14%	5.46%
California	9,518	57.34%	1,541	9.28%	3,504	21.11%	2,036	12.27%	43.37%	5.71%	40.14%	10.78%
Alaska	270	74.59%	29	8.01%	12	3.31%	51	14.09%	75.29%	4.87%	3.65%	16.18%
Hawaii	103	29.34%	21	5.98%	14	3.99%	213	60.68%	26.23%	2.57%	2.87%	68.34%
UNITED STATES SUBTOTAL	124,590	71.15%	31,554	18.02%	12,620	7.21%	6,335	3.62%	68.68%	14.23%	13.00%	4.09%
TERRITORIES, POSSESSIONS, OR UNKNOWN	159	12.14%	70	5.34%	927	70.76%	154	11.76%				
TOTAL	124,749	70.72%	31,624	17.93%	13,547	7.68%	6,489	3.68%				

Rows may not add to 100 percent due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993-September 1994.

Table B-13. FY 1994 Active Component Enlisted Members by Age, Service, and Gender with Civilian Comparison Group

AGE	SERVICE										CIVILIAN LABOR FORCE							
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		17 YEARS AND OLDER		Males	Females	Total			
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total						
a. Number																		
17-19	29,936	5,119	35,055	30,779	5,981	36,760	24,450	1,143	25,593	15,133	4,408	19,541	100,298	16,651	116,949	3,034,087	2,730,603	5,764,690
20-24	145,299	22,243	167,542	124,388	16,292	140,680	73,918	3,124	77,042	76,125	18,805	94,930	419,730	60,464	480,194	7,454,972	6,490,718	13,945,690
25-29	86,188	13,097	99,285	75,175	8,806	83,981	21,407	1,257	22,664	64,281	12,202	76,483	247,051	35,362	282,413	8,669,115	7,354,387	16,023,502
30-34	60,982	9,216	70,198	62,081	7,174	69,255	14,867	842	15,709	64,599	8,760	73,359	202,529	25,992	228,521	10,067,387	8,280,778	18,348,165
35-39	47,219	5,941	53,160	43,739	4,229	47,968	10,499	472	10,971	46,510	6,537	53,047	147,967	17,179	165,146	10,066,306	8,590,828	18,657,134
40-44	17,570	2,098	19,668	16,803	1,488	18,291	3,186	125	3,311	18,043	2,428	20,471	55,602	6,139	61,741	9,020,529	7,956,908	16,977,437
45-49	4,638	495	5,133	3,888	319	4,207	888	28	916	3,033	287	3,320	12,447	1,129	13,576	7,543,458	6,753,508	14,296,966
50+	684	104	788	467	48	515	87	3	90	160	6	166	1,398	161	1,559	14,215,416	11,832,887	26,048,303
Unknown	449	82	531	7	2	9	7	35	42	0	0	0	463	119	582	0	0	0
TOTAL	392,965	58,395	451,360	357,327	44,339	401,666	149,309	7,029	156,338	287,884	53,433	341,317	1,187,485	163,196	1,350,681	70,071,270	59,990,617	130,061,887
b. Percent																		
17-19	7.62%	8.77%	7.77%	8.61%	13.49%	9.15%	16.38%	16.26%	16.37%	5.26%	8.25%	5.73%	8.45%	10.20%	8.66%	4.33%	4.55%	4.43%
20-24	36.98%	38.09%	37.12%	34.81%	36.74%	35.02%	49.51%	44.44%	49.28%	26.44%	35.19%	27.81%	35.35%	37.05%	35.55%	10.64%	10.82%	10.72%
25-29	21.93%	22.43%	22.00%	21.04%	19.86%	20.91%	14.34%	17.88%	14.50%	22.33%	22.84%	22.41%	20.80%	21.67%	20.91%	12.37%	12.26%	12.32%
30-34	15.52%	15.78%	15.55%	17.37%	16.18%	17.24%	9.96%	11.98%	10.05%	22.44%	16.39%	21.49%	17.06%	15.93%	16.92%	14.37%	13.80%	14.11%
35-39	12.02%	10.17%	11.78%	12.24%	9.54%	11.94%	7.03%	6.72%	7.02%	16.16%	12.23%	15.54%	12.46%	10.53%	12.23%	14.37%	14.32%	14.34%
40-44	4.47%	3.59%	4.36%	4.70%	3.36%	4.55%	2.13%	1.78%	2.12%	6.27%	4.54%	6.00%	4.68%	3.76%	4.57%	12.87%	13.26%	13.05%
45-49	1.18%	0.85%	1.14%	1.09%	0.72%	1.05%	0.59%	0.40%	0.59%	1.05%	0.54%	0.97%	1.05%	0.69%	1.01%	10.77%	11.26%	10.99%
50+	0.17%	0.18%	0.17%	0.13%	0.11%	0.13%	0.06%	0.04%	0.06%	0.06%	0.01%	0.05%	0.12%	0.10%	0.12%	20.29%	19.72%	20.03%
Unknown	0.11%	0.14%	0.12%	0.00%	0.00%	0.00%	0.00%	0.50%	0.03%	0.00%	0.00%	0.00%	0.04%	0.07%	0.04%	0.00%	0.00%	0.00%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1994.

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1994.

Table B-14. FY 1994 Active Component Enlisted Members by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

AGE	MILITARY										MARRIED			CIVILIANS IN		
	MARRIED					UNMARRIED					TOTAL DoD		PERCENT MARRIED		LABOR FORCE	
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	
17	17	8	25	1,824	441	2,265	1,841	449	2,290	0.92%	1.78%	2.290	0.92%	1.78%	1.09%	18,973
18	827	223	1,050	29,808	4,899	34,707	30,635	5,122	35,757	2.70%	4.35%	35,757	2.70%	4.35%	2.94%	103,994
19	6,361	1,623	7,984	61,461	9,457	70,918	67,822	11,080	78,902	9.38%	14.65%	78,902	9.38%	14.65%	10.12%	195,482
20	15,517	3,439	18,956	73,576	9,499	83,075	89,093	12,938	102,031	17.42%	26.58%	102,031	17.42%	26.58%	18.58%	318,904
21	25,250	4,638	29,888	68,514	8,215	76,729	93,764	12,853	106,617	26.93%	36.08%	106,617	26.93%	36.08%	28.03%	370,115
22	32,660	5,494	38,154	55,031	6,805	61,836	87,691	12,299	99,990	37.24%	44.67%	99,990	37.24%	44.67%	38.16%	563,165
23	38,519	6,012	44,531	42,461	6,062	48,523	80,980	12,074	93,054	47.57%	49.79%	93,054	47.57%	49.79%	47.86%	795,335
24	37,891	5,423	43,314	30,311	4,877	35,188	68,202	10,300	78,502	55.56%	52.65%	78,502	55.56%	52.65%	55.18%	1,054,091
25	36,769	4,801	41,570	21,329	3,819	25,148	58,098	8,620	66,718	63.29%	55.70%	66,718	63.29%	55.70%	62.31%	1,274,765
26	35,683	4,438	40,121	15,854	3,151	19,005	51,537	7,589	59,126	69.24%	58.48%	59,126	69.24%	58.48%	67.86%	1,435,259
27	35,358	4,217	39,575	12,588	2,654	15,242	47,946	6,871	54,817	73.75%	61.37%	54,817	73.75%	61.37%	72.19%	1,525,148
28	34,878	3,799	38,677	10,533	2,469	13,002	45,411	6,268	51,679	76.81%	60.61%	51,679	76.81%	60.61%	74.84%	1,818,812
29	35,026	3,682	38,708	9,033	2,332	11,365	44,059	6,014	50,073	79.50%	61.22%	50,073	79.50%	61.22%	77.30%	2,044,636
30	35,333	3,537	38,870	8,195	2,065	10,260	43,528	5,602	49,130	81.17%	63.14%	49,130	81.17%	63.14%	79.12%	2,101,380
31	34,779	3,455	38,234	7,118	2,028	9,146	41,897	5,483	47,380	83.01%	63.01%	47,380	83.01%	63.01%	80.70%	2,259,642
32	33,928	3,287	37,215	6,368	1,909	8,277	40,296	5,196	45,492	84.20%	63.26%	45,492	84.20%	63.26%	81.81%	2,484,941
33	33,634	3,213	36,847	5,794	1,789	7,583	39,428	5,002	44,430	85.30%	64.23%	44,430	85.30%	64.23%	82.93%	2,381,265
34	31,979	3,041	35,020	5,401	1,668	7,069	37,380	4,709	42,089	85.55%	64.58%	42,089	85.55%	64.58%	83.20%	2,568,401
35	30,698	2,763	33,461	4,958	1,496	6,454	35,656	4,259	39,915	86.09%	64.87%	39,915	86.09%	64.87%	83.83%	2,588,073
36	29,247	2,512	31,759	4,322	1,397	5,719	33,569	3,909	37,478	87.13%	64.26%	37,478	87.13%	64.26%	84.74%	2,550,996
37	27,163	2,261	29,424	3,941	1,318	5,259	31,104	3,579	34,683	87.33%	63.17%	34,683	87.33%	63.17%	84.84%	2,663,899
38	23,215	1,898	25,113	3,291	1,090	4,381	26,506	2,988	29,494	87.58%	63.52%	29,494	87.58%	63.52%	85.15%	2,614,810
39	18,581	1,514	20,095	2,551	930	3,481	21,132	2,444	23,576	87.93%	61.95%	23,576	87.93%	61.95%	85.23%	2,577,047
40	15,181	1,242	16,423	2,040	783	2,823	17,221	2,025	19,246	88.15%	61.33%	19,246	88.15%	61.33%	85.33%	2,617,304
41	12,135	952	13,087	1,557	586	2,143	13,692	1,538	15,230	88.63%	61.90%	15,230	88.63%	61.90%	85.93%	2,353,977
42	9,642	637	10,279	1,256	492	1,748	10,898	1,129	12,027	88.47%	56.42%	12,027	88.47%	56.42%	85.47%	2,443,592
43	7,107	515	7,622	890	339	1,229	7,997	854	8,851	88.87%	60.30%	8,851	88.87%	60.30%	86.11%	2,305,464
44	5,181	348	5,529	613	245	858	5,794	593	6,387	89.42%	58.68%	6,387	89.42%	58.68%	86.57%	2,298,323
45+	12,489	696	13,185	1,356	594	1,950	13,845	1,290	15,135	90.21%	53.95%	15,135	90.21%	53.95%	87.12%	29,362,564
Unknown	30	13	43	433	106	539	463	119	582	6.48%	10.92%	582	6.48%	10.92%	7.39%	0
TOTAL	695,078	79,681	774,759	492,407	83,515	575,922	1,187,485	163,196	1,350,681	58.53%	48.83%	1,350,681	58.53%	48.83%	57.36%	77,690,357

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1994.

Table B-14 (Continued). FY 1994 Active Component Enlisted Members by Age, Marital Status, and Gender with Civilian Comparison Group

b. Percent

AGE	MARRIED			MILITARY			TOTAL DoD			MARRIED CIVILIANS IN LABOR FORCE		
	Males		Females	Total		Total	UNMARRIED		Total	Males		Females
	Males	Females	Total	Males	Females		Males	Females		Males	Females	Total
17	0.00%	0.01%	0.00%	0.00%	0.37%	0.53%	0.37%	0.53%	0.39%	0.16%	0.28%	0.17%
18	0.12%	0.28%	0.14%	0.14%	6.05%	5.87%	6.05%	5.87%	6.03%	2.58%	3.14%	2.65%
19	0.92%	2.04%	1.03%	1.03%	12.48%	11.32%	12.48%	11.32%	12.31%	5.71%	6.79%	5.84%
20	2.23%	4.32%	2.45%	2.45%	14.94%	11.37%	14.94%	11.37%	14.42%	7.50%	7.93%	7.55%
21	3.63%	5.82%	3.86%	3.86%	13.91%	9.84%	13.91%	9.84%	13.32%	7.90%	7.88%	7.89%
22	4.70%	6.89%	4.92%	4.92%	11.18%	8.15%	11.18%	8.15%	10.74%	7.38%	7.54%	7.40%
23	5.54%	7.55%	5.75%	5.75%	8.62%	7.26%	8.62%	7.26%	8.43%	6.82%	7.40%	6.89%
24	5.45%	6.81%	5.59%	5.59%	6.16%	5.84%	6.16%	5.84%	6.11%	5.74%	6.31%	5.81%
25	5.29%	6.03%	5.37%	5.37%	4.33%	4.57%	4.33%	4.57%	4.37%	4.89%	5.28%	4.94%
26	5.13%	5.57%	5.18%	5.18%	3.22%	3.77%	3.22%	3.77%	3.30%	4.34%	4.65%	4.38%
27	5.09%	5.29%	5.11%	5.11%	2.56%	3.18%	2.56%	3.18%	2.65%	4.04%	4.21%	4.06%
28	5.02%	4.77%	4.99%	4.99%	2.14%	2.96%	2.14%	2.96%	2.26%	3.82%	3.84%	3.83%
29	5.04%	4.62%	5.00%	5.00%	1.83%	2.79%	1.83%	2.79%	1.97%	3.71%	3.69%	3.71%
30	5.08%	4.44%	5.02%	5.02%	1.66%	2.47%	1.66%	2.47%	1.78%	3.67%	3.43%	3.64%
31	5.00%	4.34%	4.93%	4.93%	1.45%	2.43%	1.45%	2.43%	1.59%	3.53%	3.36%	3.51%
32	4.88%	4.13%	4.80%	4.80%	1.29%	2.29%	1.29%	2.29%	1.44%	3.39%	3.18%	3.37%
33	4.84%	4.03%	4.76%	4.76%	1.18%	2.14%	1.18%	2.14%	1.32%	3.32%	3.07%	3.29%
34	4.60%	3.82%	4.52%	4.52%	1.10%	2.00%	1.10%	2.00%	1.23%	3.15%	2.89%	3.12%
35	4.42%	3.47%	4.32%	4.32%	1.01%	1.79%	1.01%	1.79%	1.12%	3.00%	2.61%	2.96%
36	4.21%	3.15%	4.10%	4.10%	0.88%	1.67%	0.88%	1.67%	0.99%	2.83%	2.40%	2.77%
37	3.91%	2.84%	3.80%	3.80%	0.80%	1.58%	0.80%	1.58%	0.91%	2.62%	2.19%	2.57%
38	3.34%	2.38%	3.24%	3.24%	0.67%	1.31%	0.67%	1.31%	0.76%	2.23%	1.83%	2.18%
39	2.67%	1.90%	2.59%	2.59%	0.52%	1.11%	0.52%	1.11%	0.60%	1.78%	1.50%	1.75%
40	2.18%	1.56%	2.12%	2.12%	0.41%	0.94%	0.41%	0.94%	0.49%	1.45%	1.24%	1.42%
41	1.75%	1.19%	1.69%	1.69%	0.32%	0.70%	0.32%	0.70%	0.37%	1.15%	0.94%	1.13%
42	1.39%	0.80%	1.33%	1.33%	0.26%	0.59%	0.26%	0.59%	0.30%	0.92%	0.69%	0.89%
43	1.02%	0.65%	0.98%	0.98%	0.18%	0.41%	0.18%	0.41%	0.21%	0.67%	0.52%	0.66%
44	0.75%	0.44%	0.71%	0.71%	0.12%	0.29%	0.12%	0.29%	0.15%	0.49%	0.36%	0.47%
45+	1.80%	0.87%	1.70%	1.70%	0.28%	0.71%	0.28%	0.71%	0.34%	1.17%	0.79%	1.12%
Unknown	0.00%	0.02%	0.01%	0.01%	0.09%	0.13%	0.09%	0.13%	0.09%	0.04%	0.07%	0.04%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1994.

Table B-15. FY 1994 Active Component Enlisted Members by Race/Ethnicity, Service, and Gender with Civilian Comparison Group

RACE/ ETHNICITY	SERVICE												18-44 YEAR OLD CIVILIANS					
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		18-44 YEAR OLD CIVILIANS							
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total						
a. Number																		
White	241,057	24,500	265,557	250,339	26,933	277,272	105,399	4,120	109,519	224,522	36,886	261,408	821,317	92,439	913,756	35,203,372	30,188,747	65,392,119
Black	108,652	28,148	136,800	60,391	12,321	72,712	25,189	1,849	27,038	44,567	12,851	57,418	238,799	55,169	293,968	5,066,661	5,328,101	10,394,762
Hispanic	21,528	2,509	24,037	25,150	3,494	28,644	13,598	714	14,312	11,400	2,040	13,440	71,676	8,757	80,433	5,617,954	3,702,418	9,320,372
Other	21,728	3,238	24,966	21,447	1,591	23,038	5,123	346	5,469	7,395	1,656	9,051	55,693	6,831	62,524	1,527,807	1,348,559	2,876,366
TOTAL	392,965	58,395	451,360	357,327	44,339	401,666	149,309	7,029	156,338	287,884	53,433	341,317	1,187,485	163,196	1,350,681	47,415,794	40,567,825	87,983,619
b. Percent																		
White	61.34%	41.96%	58.83%	70.06%	60.74%	69.03%	70.59%	58.61%	70.05%	77.99%	69.03%	76.59%	69.16%	56.64%	67.65%	74.24%	74.42%	74.32%
Black	27.65%	48.20%	30.31%	16.90%	27.79%	18.10%	16.87%	26.31%	17.29%	15.48%	24.05%	16.82%	20.11%	33.81%	21.76%	10.69%	13.13%	11.81%
Hispanic	5.48%	4.30%	5.33%	7.04%	7.88%	7.13%	9.11%	10.16%	9.15%	3.96%	3.82%	3.94%	6.04%	5.37%	5.95%	11.85%	9.13%	10.59%
Other	5.53%	5.54%	5.53%	6.00%	3.59%	5.74%	3.43%	4.92%	3.50%	2.57%	3.10%	2.65%	4.69%	4.19%	4.63%	3.22%	3.32%	3.27%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1994.

Table B-16. FY 1994 Active Component Enlisted Members by Ethnicity and Service

ETHNICITY	SERVICE										TOTAL DoD	
	ARMY		NAVY		MARINE CORPS		AIR FORCE					
	#	%	#	%	#	%	#	%	#	%	#	%
MEXICAN	8,864	1.96%	10,684	2.66%	9,045	5.79%	7,912	2.32%	36,505	2.70%		
PUERTO RICAN	8,618	1.91%	4,356	1.08%	1,788	1.14%	2,789	0.82%	17,551	1.30%		
CUBAN	257	0.06%	356	0.09%	136	0.09%	192	0.06%	941	0.07%		
LATIN AMER.	1,890	0.42%	678	0.17%	730	0.47%	16	0.00%	3,314	0.25%		
OTHER HISP.	4,408	0.98%	12,570	3.13%	2,613	1.67%	2,531	0.74%	22,122	1.64%		
ALEUTIAN	20	0.00%	17	0.00%	11	0.01%	12	0.00%	60	0.00%		
ESKIMO	33	0.01%	37	0.01%	30	0.02%	16	0.00%	116	0.01%		
N. AMER. INDIAN	1,527	0.34%	1,779	0.44%	1,116	0.71%	1,979	0.58%	6,401	0.47%		
CHINESE	212	0.05%	263	0.07%	114	0.07%	194	0.06%	783	0.06%		
JAPANESE	250	0.06%	462	0.12%	101	0.06%	456	0.13%	1,269	0.09%		
KOREAN	991	0.22%	538	0.13%	232	0.15%	368	0.11%	2,129	0.16%		
INDIAN	325	0.07%	145	0.04%	96	0.06%	15	0.00%	581	0.04%		
FILIPINO	2,676	0.59%	16,363	4.07%	953	0.61%	3,559	1.04%	23,551	1.74%		
VIETNAMESE	380	0.08%	585	0.15%	180	0.12%	0	0.00%	1,145	0.08%		
OTHER ASIAN	1,130	0.25%	771	0.19%	359	0.23%	1,871	0.55%	4,131	0.31%		
MELANESIAN	200	0.04%	44	0.01%	11	0.01%	1	0.00%	256	0.02%		
MICRONESIAN	212	0.05%	141	0.04%	75	0.05%	1	0.00%	429	0.03%		
POLYNESIAN	536	0.12%	304	0.08%	83	0.05%	15	0.00%	938	0.07%		
GUAMANIAN	0	0.00%	0	0.00%	7	0.00%	21	0.01%	28	0.00%		
OTHER PACIFIC	544	0.12%	141	0.04%	144	0.09%	9	0.00%	838	0.06%		
OTHER/NONE *	417,922	92.59%	350,692	87.31%	138,378	88.51%	319,357	93.57%	1,226,349	90.79%		
UNKNOWN	365	0.08%	740	0.18%	136	0.09%	3	0.00%	1,244	0.09%		
TOTAL	451,360	100.00%	401,666	100.00%	156,338	100.00%	341,317	100.00%	1,350,681	100.00%		

* "Other/None" includes Whites and Blacks who claim no other ethnic category.

Columns may not add to totals due to rounding.

Table B-17. FY 1994 Active Component Enlisted Members by Education, Service, and Gender with Civilian Comparison Group

GENDER	EDUCATIONAL TIER						TOTAL	
	TIER 1		TIER 2		TIER 3		#	%
	#	%	#	%	#	%		
ARMY								
Males	371,536	94.55%	19,797	5.04%	1,632	0.42%	392,965	100.00%
Females	57,434	98.35%	851	1.46%	110	0.19%	58,395	100.00%
Total	428,970	95.04%	20,648	4.57%	1,742	0.39%	451,360	100.00%
NAVY								
Males	331,416	92.75%	15,689	4.39%	10,222	2.86%	357,327	100.00%
Females	43,497	98.10%	745	1.68%	97	0.22%	44,339	100.00%
Total	374,913	93.34%	16,434	4.09%	10,319	2.57%	401,666	100.00%
MARINE CORPS								
Males	141,089	94.49%	8,001	5.36%	219	0.15%	149,309	100.00%
Females	6,765	96.24%	259	3.68%	5	0.07%	7,029	100.00%
Total	147,854	94.57%	8,260	5.28%	224	0.14%	156,338	100.00%
AIR FORCE								
Males	287,164	99.75%	697	0.24%	23	0.01%	287,884	100.00%
Females	53,340	99.83%	90	0.17%	3	0.01%	53,433	100.00%
Total	340,504	99.76%	787	0.23%	26	0.01%	341,317	100.00%
TOTAL DoD								
Males	1,131,205	95.26%	44,184	3.72%	12,096	1.02%	1,187,485	100.00%
Females	161,036	98.68%	1,945	1.19%	215	0.13%	163,196	100.00%
Total	1,292,241	95.67%	46,129	3.42%	12,311	0.91%	1,350,681	100.00%
18-44 YEAR OLD CIVILIAN WORKFORCE								
Males	41,127,070	86.74%	*	*	6,288,724	13.26%	47,415,794	100.00%
Females	37,206,717	91.71%	*	*	3,361,108	8.29%	40,567,825	100.00%
Total	78,333,787	89.03%	*	*	9,649,832	10.97%	87,983,619	100.00%
* Civilian numbers and percentages combine tiers 1 and 2.								
Rows may not add to totals due to rounding.								
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1994.								

* Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1994.

Table B-18. FY 1994 Active Component Enlisted Members by Education, Service, and Race/Ethnicity with Civilian Comparison Group

RACE/ ETHNICITY	EDUCATIONAL TIER						TOTAL	
	TIER 1		TIER 2		TIER 3			
	#	%	#	%	#	%	#	%
ARMY								
White	249,732	94.04%	14,571	5.49%	1,254	0.47%	265,557	100.00%
Black	132,727	97.02%	3,770	2.76%	303	0.22%	136,800	100.00%
Hispanic	22,743	94.62%	1,208	5.03%	86	0.36%	24,037	100.00%
Other	23,768	95.20%	1,099	4.40%	99	0.40%	24,966	100.00%
Total	428,970	95.04%	20,648	4.57%	1,742	0.39%	451,360	100.00%
NAVY								
White	256,473	92.50%	12,680	4.57%	8,119	2.93%	277,272	100.00%
Black	69,740	95.91%	1,790	2.46%	1,182	1.63%	72,712	100.00%
Hispanic	26,343	91.97%	1,504	5.25%	797	2.78%	28,644	100.00%
Other	22,357	97.04%	460	2.00%	221	0.96%	23,038	100.00%
Total	374,913	93.34%	16,434	4.09%	10,319	2.57%	401,666	100.00%
MARINE CORPS								
White	103,557	94.56%	5,802	5.30%	160	0.15%	109,519	100.00%
Black	25,511	94.35%	1,489	5.51%	38	0.14%	27,038	100.00%
Hispanic	13,580	94.89%	714	4.99%	18	0.13%	14,312	100.00%
Other	5,206	95.19%	255	4.66%	8	0.15%	5,469	100.00%
Total	147,854	94.57%	8,260	5.28%	224	0.14%	156,338	100.00%
AIR FORCE								
White	260,701	99.73%	685	0.26%	22	0.01%	261,408	100.00%
Black	57,356	99.89%	60	0.10%	2	0.00%	57,418	100.00%
Hispanic	13,409	99.77%	30	0.22%	1	0.01%	13,440	100.00%
Other	9,038	99.86%	12	0.13%	1	0.01%	9,051	100.00%
Total	340,504	99.76%	787	0.23%	26	0.01%	341,317	100.00%
TOTAL DoD								
White	870,463	95.26%	33,738	3.69%	9,555	1.05%	913,756	100.00%
Black	285,334	97.06%	7,109	2.42%	1,525	0.52%	293,968	100.00%
Hispanic	76,075	94.58%	3,456	4.30%	902	1.12%	80,433	100.00%
Other	60,369	96.55%	1,826	2.92%	329	0.53%	62,524	100.00%
Total	1,292,241	95.67%	46,129	3.42%	12,311	0.91%	1,350,681	100.00%
18-44 YEAR OLD CIVILIAN WORKFORCE								
White	60,622,687	92.71%	*	*	4,769,432	7.29%	65,392,119	100.00%
Black	9,088,933	87.44%	*	*	1,305,829	12.56%	10,394,762	100.00%
Hispanic	6,024,075	64.63%	*	*	3,296,297	35.37%	9,320,372	100.00%
Other	2,598,092	90.33%	*	*	278,273	9.67%	2,876,365	100.00%
Total	78,333,787	89.03%	*	*	9,649,831	10.97%	87,983,618	100.00%

* Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1994.

Table B-19. FY 1994 Active Component Enlisted Members by Occupational Area, Service, and Gender

a. Number	GENDER	OCCUPATIONAL AREA										TOTAL	
		Communi- cations					Other		Admin- istrators		Non- Occupational*		
		Infantry	Electronics	Medical	Technical	Isrators	Electrical	Craftsman	Supply	Occupational*			
ARMY													
	Males	123,806	21,195	42,311	25,261	11,258	54,639	58,532	8,109	41,557	6,297	392,965	
	Females	2,917	2,006	5,593	9,295	1,493	21,995	4,426	825	8,918	927	58,395	
	Total	126,723	23,201	47,904	34,556	12,751	76,634	62,958	8,934	50,475	7,224	451,360	
NAVY													
	Males	35,199	56,439	35,353	23,267	3,494	31,590	97,928	24,306	18,535	31,216	357,327	
	Females	4,271	4,171	5,563	6,833	645	7,518	5,431	1,680	2,306	5,921	44,339	
	Total	39,470	60,610	40,916	30,100	4,139	39,108	103,359	25,986	20,841	37,137	401,666	
MARINE CORPS													
	Males	37,862	8,995	11,907	0	3,332	21,904	22,084	3,964	19,848	19,413	149,309	
	Females	0	282	482	0	256	3,228	562	169	1,090	960	7,029	
	Total	37,862	9,277	12,389	0	3,588	25,132	22,646	4,133	20,938	20,373	156,338	
AIR FORCE													
	Males	20,509	36,304	19,081	14,846	11,438	54,705	77,466	15,993	22,596	14,946	287,884	
	Females	1,552	2,717	4,170	8,576	1,551	22,227	3,391	913	4,045	4,291	53,433	
	Total	22,061	39,021	23,251	23,422	12,989	76,932	80,857	16,906	26,641	19,237	341,317	
TOTAL DoD													
	Males	217,376	122,933	108,652	63,374	29,522	162,838	256,010	52,372	102,536	71,872	1,187,485	
	Females	8,740	9,176	15,808	24,704	3,945	54,968	13,810	3,587	16,359	12,099	163,196	
	Total	226,116	132,109	124,460	88,078	33,467	217,806	269,820	55,959	118,895	83,971	1,350,681	
Non-occupational includes patients, students, those with unassigned duties, and unknowns.													

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Table B-19 (Continued). FY 1994 Active Component Enlisted Members by Occupational Area, Service, and Gender

b. Percent

GENDER	OCCUPATIONAL AREA										TOTAL
	Infantry	Electronics	Commu- nications	Medical	Other Technical	Admin- istrators	Electrical	Craftsman	Supply	Non- Occupational*	
ARMY											
Males	31.51%	5.39%	10.77%	6.43%	2.86%	13.90%	14.89%	2.06%	10.58%	1.60%	100.00%
Females	5.00%	3.44%	9.58%	15.92%	2.56%	37.67%	7.58%	1.41%	15.27%	1.59%	100.00%
Total	28.08%	5.14%	10.61%	7.66%	2.83%	16.98%	13.95%	1.98%	11.18%	1.60%	100.00%
NAVY											
Males	9.85%	15.79%	9.89%	6.51%	0.98%	8.84%	27.41%	6.80%	5.19%	8.74%	100.00%
Females	9.63%	9.41%	12.55%	15.41%	1.45%	16.96%	12.25%	3.79%	5.20%	13.35%	100.00%
Total	9.83%	15.09%	10.19%	7.49%	1.03%	9.74%	25.73%	6.47%	5.19%	9.25%	100.00%
MARINE CORPS											
Males	25.36%	6.02%	7.97%	0.00%	2.23%	14.67%	14.79%	2.65%	13.29%	13.00%	100.00%
Females	0.00%	4.01%	6.86%	0.00%	3.64%	45.92%	8.00%	2.40%	15.51%	13.66%	100.00%
Total	24.22%	5.93%	7.92%	0.00%	2.30%	16.08%	14.49%	2.64%	13.39%	13.03%	100.00%
AIR FORCE											
Males	7.12%	12.61%	6.63%	5.16%	3.97%	19.00%	26.91%	5.56%	7.85%	5.19%	100.00%
Females	2.90%	5.08%	7.80%	16.05%	2.90%	41.60%	6.35%	1.71%	7.57%	8.03%	100.00%
Total	6.46%	11.43%	6.81%	6.86%	3.81%	22.54%	23.69%	4.95%	7.81%	5.64%	100.00%
TOTAL DoD											
Males	18.31%	10.35%	9.15%	5.34%	2.49%	13.71%	21.56%	4.41%	8.63%	6.05%	100.00%
Females	5.36%	5.62%	9.69%	15.14%	2.42%	33.68%	8.46%	2.20%	10.02%	7.41%	100.00%
Total	16.74%	9.78%	9.21%	6.52%	2.48%	16.13%	19.98%	4.14%	8.80%	6.22%	100.00%

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Rows may not add to totals due to rounding.

Table B-20. FY 1994 Active Component Enlisted Members by Occupational Area, Service, and Race/Ethnicity

a. Number	RACE/ ETHNICITY	OCCUPATIONAL AREA										TOTAL	
		Infantry	Electronics	Commu- nications		Other		Admin- istrators	Electrical	Craftsman	Supply		Non- Occupational*
				Medical	Technical	Technical	Technical						
ARMY													
	White	82,277	14,284	32,065	18,627	7,665	30,731	40,775	5,420	28,386	5,327	265,557	
	Black	30,182	6,615	11,435	11,280	3,728	36,304	15,505	2,659	17,855	1,237	136,800	
	Hispanic	7,321	1,180	2,097	2,199	656	4,766	3,041	390	2,040	347	24,037	
	Other	6,943	1,122	2,307	2,450	702	4,833	3,637	465	2,194	313	24,966	
	Total	126,723	23,201	47,904	34,556	12,751	76,634	62,958	8,934	50,475	7,224	451,360	
NAVY													
	White	26,690	48,633	28,724	19,390	3,334	21,959	73,611	19,674	10,280	24,977	277,272	
	Black	7,968	6,640	9,138	5,517	438	10,274	15,337	3,259	6,604	7,537	72,712	
	Hispanic	3,312	3,808	2,407	2,557	252	2,817	7,187	1,641	1,322	3,341	28,644	
	Other	1,500	1,529	647	2,636	115	4,058	7,224	1,412	2,635	1,282	23,038	
	Total	39,470	60,610	40,916	30,100	4,139	39,108	103,359	25,986	20,841	37,137	401,666	
MARINE CORPS													
	White	28,380	7,669	8,549	0	2,873	13,959	17,016	3,000	12,940	15,133	109,519	
	Black	4,650	914	2,568	0	422	7,147	3,159	653	5,039	2,486	27,038	
	Hispanic	3,476	468	926	0	201	2,957	1,781	331	2,153	2,019	14,312	
	Other	1,356	226	346	0	92	1,069	690	149	806	735	5,469	
	Total	37,862	9,277	12,389	0	3,588	25,132	22,646	4,133	20,938	20,373	156,338	
AIR FORCE													
	White	17,712	33,155	18,250	16,287	10,711	50,398	66,481	13,363	19,827	15,224	261,408	
	Black	3,188	3,770	3,736	4,974	1,623	20,392	9,702	2,511	5,012	2,510	57,418	
	Hispanic	819	1,194	825	1,134	379	3,480	2,974	610	1,111	914	13,440	
	Other	342	902	440	1,027	276	2,662	1,700	422	691	589	9,051	
	Total	22,061	39,021	23,251	23,422	12,989	76,932	80,857	16,906	26,641	19,237	341,317	
TOTAL DoD													
	White	155,059	103,741	87,588	54,304	24,583	117,047	197,883	41,457	71,433	60,661	913,756	
	Black	45,988	17,939	26,877	21,771	6,211	74,117	43,703	9,082	34,510	13,770	293,968	
	Hispanic	14,928	6,650	6,255	5,890	1,488	14,020	14,983	2,972	6,626	6,621	80,433	
	Other	10,141	3,779	3,740	6,113	1,185	12,622	13,251	2,448	6,326	2,919	62,524	
	Total	226,116	132,109	124,460	88,078	33,467	217,806	269,820	55,959	118,895	83,971	1,350,681	

Non-occupational includes patients, students, those with unassigned duties, and unknowns.

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Table B-20 (Continued). FY 1994 Active Component Enlisted Members by Occupational Area, Service, and Race/Ethnicity

b. Percent	RACE/ ETHNICITY	OCCUPATIONAL AREA										Non-Occupational*	TOTAL
		Infantry	Electronics	Communications	Medical	Technical	Other	Administrators	Electrical	Craftsman	Supply		
	ARMY												
	White	30.98%	5.38%	12.07%	7.01%	2.89%		11.57%	15.35%	2.04%	10.69%	2.01%	100.00%
	Black	22.06%	4.84%	8.36%	8.25%	2.73%		26.54%	11.33%	1.94%	13.05%	0.90%	100.00%
	Hispanic	30.46%	4.91%	8.72%	9.15%	2.73%		19.83%	12.65%	1.62%	8.49%	1.44%	100.00%
	Other	27.81%	4.49%	9.24%	9.81%	2.81%		19.36%	14.57%	1.86%	8.79%	1.25%	100.00%
	Total	28.08%	5.14%	10.61%	7.66%	2.83%		16.98%	13.95%	1.98%	11.18%	1.60%	100.00%
	NAVY												
	White	9.63%	17.54%	10.36%	6.99%	1.20%		7.92%	26.55%	7.10%	3.71%	9.01%	100.00%
	Black	10.96%	9.13%	12.57%	7.59%	0.60%		14.13%	21.09%	4.48%	9.08%	10.37%	100.00%
	Hispanic	11.56%	13.29%	8.40%	8.93%	0.88%		9.83%	25.09%	5.73%	4.62%	11.66%	100.00%
	Other	6.51%	6.64%	2.81%	11.44%	0.50%		17.61%	31.36%	6.13%	11.44%	5.56%	100.00%
	Total	9.83%	15.09%	10.19%	7.49%	1.03%		9.74%	25.73%	6.47%	5.19%	9.25%	100.00%
	MARINE CORPS												
	White	25.91%	7.00%	7.81%	0.00%	2.62%		12.75%	15.54%	2.74%	11.82%	13.82%	100.00%
	Black	17.20%	3.38%	9.50%	0.00%	1.56%		26.43%	11.68%	2.42%	18.64%	9.19%	100.00%
	Hispanic	24.29%	3.27%	6.47%	0.00%	1.40%		20.66%	12.44%	2.31%	15.04%	14.11%	100.00%
	Other	24.79%	4.13%	6.33%	0.00%	1.68%		19.55%	12.62%	2.72%	14.74%	13.44%	100.00%
	Total	24.22%	5.93%	7.92%	0.00%	2.30%		16.08%	14.49%	2.64%	13.39%	13.03%	100.00%
	AIR FORCE												
	White	6.78%	12.68%	6.98%	6.23%	4.10%		19.28%	25.43%	5.11%	7.58%	5.82%	100.00%
	Black	5.55%	6.57%	6.51%	8.66%	2.83%		35.51%	16.90%	4.37%	8.73%	4.37%	100.00%
	Hispanic	6.09%	8.88%	6.14%	8.44%	2.82%		25.89%	22.13%	4.54%	8.27%	6.80%	100.00%
	Other	3.78%	9.97%	4.86%	11.35%	3.05%		29.41%	18.78%	4.66%	7.63%	6.51%	100.00%
	Total	6.46%	11.43%	6.81%	6.86%	3.81%		22.54%	23.69%	4.95%	7.81%	5.64%	100.00%
	TOTAL DoD												
	White	16.97%	11.35%	9.59%	5.94%	2.69%		12.81%	21.66%	4.54%	7.82%	6.64%	100.00%
	Black	15.64%	6.10%	9.14%	7.41%	2.11%		25.21%	14.87%	3.09%	11.74%	4.68%	100.00%
	Hispanic	18.56%	8.27%	7.78%	7.32%	1.85%		17.43%	18.63%	3.70%	8.24%	8.23%	100.00%
	Other	16.22%	6.04%	5.98%	9.78%	1.90%		20.19%	21.19%	3.92%	10.12%	4.67%	100.00%
	Total	16.74%	9.78%	9.21%	6.52%	2.48%		16.13%	19.98%	4.14%	8.80%	6.22%	100.00%

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Rows or columns may not add to totals due to rounding.

Table B-21. FY 1994 Active Component Officer Accessions and Officer Corps by Age and Service with Civilian Comparison Groups

AGE	ARMY			NAVY			MARINE CORPS			AIR FORCE			TOTAL DoD			CIVILIAN COLLEGE GRADUATES*		
	#	%		#	%		#	%		#	%		#	%		#	%	
a. FY 1994 Active Component Officer Accessions																		
17-20	3	0.05%		3	0.07%		3	0.25%		0	0.00%		9	0.06%		NA	----	
21	421	7.38%		274	6.76%		66	5.41%		239	5.03%		1,000	6.36%		62,694	0.47%	
22	1,587	27.83%		1,028	25.38%		321	26.29%		777	16.34%		3,713	23.60%		411,301	3.11%	
23	993	17.41%		593	14.64%		260	21.29%		525	11.04%		2,371	15.07%		734,027	5.56%	
24	476	8.35%		234	5.78%		127	10.40%		300	6.31%		1,137	7.23%		906,006	6.86%	
25	383	6.72%		233	5.75%		96	7.86%		243	5.11%		955	6.07%		853,240	6.46%	
26	350	6.14%		230	5.68%		68	5.57%		226	4.75%		874	5.56%		924,738	7.00%	
27	291	5.10%		187	4.62%		47	3.85%		157	3.30%		682	4.34%		898,101	6.80%	
28	253	4.44%		131	3.23%		31	2.54%		133	2.80%		548	3.48%		975,522	7.39%	
29	194	3.40%		154	3.80%		20	1.64%		150	3.15%		518	3.29%		1,016,660	7.70%	
30	150	2.63%		166	4.10%		9	0.74%		169	3.55%		494	3.14%		1,017,338	7.70%	
31	101	1.77%		135	3.33%		3	0.25%		131	2.75%		370	2.35%		1,046,192	7.92%	
32	91	1.60%		114	2.81%		2	0.16%		100	2.10%		307	1.95%		1,068,264	8.09%	
33	75	1.32%		82	2.02%		1	0.08%		86	1.81%		244	1.55%		1,115,939	8.45%	
34	49	0.86%		107	2.64%		0	0.00%		61	1.28%		217	1.38%		1,078,890	8.17%	
35	35	0.61%		52	1.28%		0	0.00%		36	0.76%		123	0.78%		1,098,220	8.32%	
36+	207	3.63%		263	6.49%		5	0.41%		159	3.34%		634	4.03%		NA	----	
Unknown	44	0.77%		65	1.60%		162	13.27%		1,263	26.56%		1,534	9.75%		NA	----	
TOTAL	5,703	100.00%		4,051	100.00%		1,221	100.00%		4,755	100.00%		15,730	100.00%		13,207,131	100.00%	
b. FY 1994 Active Component Officer Corps																		
17-19	1	0.00%		0	0.00%		2	0.01%		0	0.00%		3	0.00%		NA	----	
20-24	7,607	10.51%		5,540	9.35%		1,759	10.99%		5,604	6.92%		20,510	8.97%		1,894,052	5.85%	
25-29	16,695	23.06%		14,719	24.84%		4,783	29.89%		17,463	21.56%		53,660	23.46%		4,497,104	13.88%	
30-34	16,351	22.58%		13,367	22.55%		3,457	21.60%		18,961	23.41%		52,136	22.80%		4,706,277	14.53%	
35-39	13,649	18.85%		11,209	18.91%		2,539	15.87%		16,547	20.43%		43,944	19.22%		5,071,095	15.65%	
40-44	10,622	14.67%		8,327	14.05%		2,184	13.65%		13,569	16.75%		34,702	15.17%		5,109,373	15.77%	
45-49	5,466	7.55%		4,360	7.36%		1,040	6.50%		6,471	7.99%		17,337	7.58%		4,519,003	13.95%	
50+	1,815	2.51%		1,671	2.82%		200	1.25%		1,613	1.99%		5,299	2.32%		6,603,609	20.38%	
Unknown	204	0.28%		72	0.12%		39	0.24%		776	0.96%		1,091	0.48%		0	0.00%	
TOTAL	72,410	100.00%		59,265	100.00%		16,003	100.00%		81,004	100.00%		228,682	100.00%		32,400,513	100.00%	

* Comparison group for officer accessions includes 21-35 year old college graduates in the non-institutional civilian population, October 1993-September 1994.

Comparison group for active component officer corps includes college graduates in the civilian work force (21 years and older), September 1994.

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File.

Table B-22. FY 1994 Active Component Officer Accessions and Officer Corps by Gender and Service with Civilian Comparison Groups

GENDER	SERVICE										CIVILIAN	
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		COLLEGE GRADUATES*	
	#	%	#	%	#	%	#	%	#	%	#	%
a. FY 1994 Active Component Officer Accessions												
Males	4,592	80.52%	3,390	83.68%	1,149	94.10%	3,659	76.95%	12,790	81.31%	6,434,489	48.72%
Females	1,111	19.48%	661	16.32%	72	5.90%	1,096	23.05%	2,940	18.69%	6,772,642	51.28%
TOTAL	5,703	100.00%	4,051	100.00%	1,221	100.00%	4,755	100.00%	15,730	100.00%	13,207,131	100.00%
b. FY 1994 Active Component Officer Corps												
Males	62,073	85.72%	51,418	86.76%	15,474	96.69%	68,682	84.79%	197,647	86.43%	18,047,458	55.70%
Females	10,337	14.28%	7,847	13.24%	529	3.31%	12,322	15.21%	31,035	13.57%	14,353,055	44.30%
TOTAL	72,410	100.00%	59,265	100.00%	16,003	100.00%	81,004	100.00%	228,682	100.00%	32,400,513	100.00%

* Comparison group for accessions includes 21-35 year old college graduates in the non-institutional civilian population, October 1993-September 1994.

Comparison group for active component officer corps includes college graduates in the civilian work force (21 years and older), September 1994.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File.

Table B-23. FY 1994 Active Component Officer Accessions and Officer Corps by Gender, Service, and Marital Status with Civilian Comparison Groups

GENDER	SERVICE										CIVILIAN	
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		COLLEGE GRADUATES*	
	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried
a. FY 1994 Active Component Officer Accessions												
Males	22.02%	77.98%	22.65%	77.35%	19.76%	80.24%	24.82%	75.18%	22.78%	77.22%	50.68%	49.32%
Females	22.77%	77.23%	21.03%	78.97%	25.00%	75.00%	27.01%	72.99%	24.01%	75.99%	54.61%	45.39%
TOTAL	22.16%	77.84%	22.39%	77.61%	20.07%	79.93%	25.32%	74.68%	23.01%	76.99%	52.68%	47.32%
b. FY 1994 Active Component Officer Corps												
Males	75.27%	24.73%	72.85%	27.15%	72.39%	27.61%	79.18%	20.82%	75.77%	24.23%	70.53%	29.46%
Females	53.75%	46.25%	50.10%	49.90%	46.69%	53.31%	56.61%	43.39%	53.84%	46.16%	60.22%	39.80%
TOTAL	72.20%	27.80%	69.84%	30.16%	71.54%	28.46%	75.75%	24.25%	72.80%	27.20%	65.96%	34.04%

* Comparison group for officer accessions includes 21-35 year old college graduates in the non-institutional civilian population, October 1993-September 1994.

Comparison group for active component officer corps includes college graduates in the civilian work force (21 years and older), September 1994.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File.

Table B-24. FY 1994 Active Component Officer Accessions and Officer Corps by Race/Ethnicity and Service with Civilian Comparison Groups

RACE/ ETHNICITY	ARMY				NAVY				MARINE CORPS				AIR FORCE				TOTAL DoD				CIVILIAN COLLEGE GRADUATES*			
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
a. FY 1994 Active Component Officer Accessions																								
White	4,552	79.82%	3,223	79.56%	1,022	83.70%	4,073	85.66%	12,870	81.82%	10,866,784	82.28%												
Black	619	10.85%	326	8.05%	96	7.86%	231	4.86%	1,272	8.09%	970,580	7.35%												
Hispanic	210	3.68%	196	4.84%	63	5.16%	30	0.63%	499	3.17%	579,837	4.39%												
Other	322	5.65%	306	7.55%	40	3.28%	421	8.85%	1,089	6.92%	789,931	5.98%												
TOTAL	5,703	100.00%	4,051	100.00%	1,221	100.00%	4,755	100.00%	15,730	100.00%	13,207,131	100.00%												
b. FY 1994 Active Component Officer Corps																								
White	59,280	81.87%	52,290	88.23%	14,391	89.93%	72,293	89.25%	198,254	86.69%	27,410,334	84.60%												
Black	8,159	11.27%	2,908	4.91%	779	4.87%	4,601	5.68%	16,447	7.19%	2,295,686	7.09%												
Hispanic	2,007	2.77%	1,783	3.01%	497	3.11%	1,575	1.94%	5,862	2.56%	1,165,005	3.60%												
Other	2,964	4.09%	2,284	3.85%	336	2.10%	2,535	3.13%	8,119	3.55%	1,529,489	4.72%												
TOTAL	72,410	100.00%	59,265	100.00%	16,003	100.00%	81,004	100.00%	228,682	100.00%	32,400,513	100.00%												

* Comparison group for accessions includes 21-35 year old college graduates in the non-institutional civilian population, October 1993-September 1994.

Comparison group for active component officer corps includes college graduates in the civilian work force (21 years and older), September 1994.

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File.

Table B-25. FY 1994 Active Component Officer Accessions and Officer Corps by Education and Service

EDUCATION	SERVICE								TOTAL DoD	
	ARMY		NAVY		MARINE CORPS		AIR FORCE			
	#	%	#	%	#	%	#	%	#	%
a. FY 1994 Active Component Officer Accessions										
Less than 4-year college graduate	36	0.63%	14	0.35%	52	4.26%	186	3.91%	288	1.83%
4-year college graduate	4,414	77.40%	2,062	50.90%	951	77.89%	3,523	74.09%	10,950	69.61%
Greater than 4-year college graduate	541	9.49%	119	2.94%	24	1.97%	641	13.48%	1,325	8.42%
Unknown	712	12.48%	1,856	45.82%	194	15.89%	405	8.52%	3,167	20.13%
TOTAL	5,703	100.00%	4,051	100.00%	1,221	100.00%	4,755	100.00%	15,730	100.00%
b. FY 1994 Active Component Officer Corps										
Less than 4-year college graduate	396	0.55%	1,496	2.52%	634	3.96%	439	0.54%	2,965	1.30%
4-year college graduate	41,830	57.77%	32,158	54.26%	12,675	79.20%	36,417	44.96%	123,080	53.82%
Greater than 4-year college graduate	28,342	39.14%	18,873	31.85%	2,586	16.16%	41,190	50.85%	90,991	39.79%
Unknown	1,842	2.54%	6,738	11.37%	108	0.67%	2,958	3.65%	11,646	5.09%
TOTAL	72,410	100.00%	59,265	100.00%	16,003	100.00%	81,004	100.00%	228,682	100.00%

Columns may not add to totals due to rounding.

Columns may not add to totals due to rounding.

Table B-26. FY 1994 Active Component Officer Accessions by Occupational Area and Service

SERVICE	a. Number	OCCUPATIONAL AREA								TOTAL
		General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Administration	Supply, Procurement, and Allied Occupational**	
ARMY	0	0	2,369	325	567	185	1,362	263	485	5,703
NAVY	0	0	78	156	412	149	938	210	241	4,051
MARINE CORPS	0	0	7	1	0	44	0	0	1	1,220
AIR FORCE	0	0	402	218	811	276	1,176	476	263	4,755
TOTAL DoD	0	0	2,856	700	1,790	654	3,476	949	990	15,729
b. Percent										
ARMY	0.00%	0.00%	41.54%	5.70%	9.94%	3.24%	23.88%	4.61%	8.50%	100.00%
NAVY	0.00%	0.00%	1.93%	3.85%	10.17%	3.68%	23.15%	5.18%	5.95%	100.00%
MARINE CORPS	0.00%	0.00%	0.57%	0.08%	0.00%	3.61%	0.00%	0.00%	0.08%	100.00%
AIR FORCE	0.00%	0.00%	8.45%	4.58%	17.06%	5.80%	24.73%	10.01%	5.53%	100.00%
TOTAL DoD	0.00%	0.00%	18.16%	4.45%	11.38%	4.16%	22.10%	6.03%	6.29%	100.00%

* Calculations do not include 1 Marine Corps O-6 officer accession classified as a general officer by the Marine Corps.

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table B-27. FY 1994 Active Component Officer Corps by Occupational Area and Service

SERVICE	a. Number	OCCUPATIONAL AREA							TOTAL
		General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Administration	Supply, Procurement, and Allied Occupational**
ARMY	335		28,170	4,975	7,081	2,812	16,318	4,434	7,357
NAVY	229		23,581	2,063	5,816	2,383	11,832	3,064	3,770
MARINE CORPS	68		8,477	552	1,017	445	0	1,020	1,800
AIR FORCE	295		28,493	3,519	13,536	5,379	14,156	6,605	6,842
TOTAL DoD	927		88,721	11,109	27,450	11,019	42,306	15,123	19,769
									11,113
									227,537
b. Percent									
ARMY	0.46%		38.90%	6.87%	9.78%	3.88%	22.54%	6.12%	10.16%
NAVY	0.39%		39.79%	3.48%	9.81%	4.02%	19.96%	5.17%	6.36%
MARINE CORPS	0.44%		55.11%	3.59%	6.61%	2.89%	0.00%	6.63%	11.70%
AIR FORCE	0.37%		35.40%	4.37%	16.82%	6.68%	17.59%	8.21%	8.50%
TOTAL DoD	0.41%		38.99%	4.88%	12.06%	4.84%	18.59%	6.65%	8.69%
									4.88%
									100.00%

* Calculations do not include 620 Marine Corps and 525 Air Force O-6 officers classified as general officers by the Services.

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table B-28. FY 1994 Active Component Officer Corps by Occupational Area, Service, and Gender

a. Number

GENDER	General Officers*	OCCUPATIONAL AREA							TOTAL			
		Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin-istration	Supply, Procurement, and Allied		Non-Occupational**		
ARMY												
Males	332	27,550	4,231	5,958	2,525	11,142	3,366	6,133	836		62,073	
Females	3	620	744	1,123	287	5,176	1,068	1,224	92		10,337	
Total	335	28,170	4,975	7,081	2,812	16,318	4,434	7,357	928		72,410	
NAVY												
Males	226	23,130	1,777	5,481	2,073	7,972	1,100	3,470	6,189		51,418	
Females	3	451	286	335	310	3,860	1,964	300	338		7,847	
Total	229	23,581	2,063	5,816	2,383	11,832	3,064	3,770	6,527		59,265	
MARINE CORPS												
Males	67	8,455	513	961	419	0	842	1,697	1,908		14,862	
Females	1	22	39	56	26	0	178	103	96		521	
Total	68	8,477	552	1,017	445	0	1,020	1,800	2,004		15,383	
AIR FORCE												
Males	291	27,313	2,854	11,989	4,670	8,597	5,058	5,886	1,500		68,158	
Females	4	1,180	665	1,547	709	5,559	1,547	956	154		12,321	
Total	295	28,493	3,519	13,536	5,379	14,156	6,605	6,842	1,654		80,479	
TOTAL DoD												
Males	916	86,448	9,375	24,389	9,687	27,711	10,366	17,186	10,433		196,511	
Females	11	2,273	1,734	3,061	1,332	14,595	4,757	2,583	680		31,026	
Total	927	88,721	11,109	27,450	11,019	42,306	15,123	19,769	11,113		227,537	

* Calculations do not include 612 male and 8 female Marine Corps and 524 male and 1 female Air Force O-6 officers classified as general officers by the Services.

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Table B-28 (Continued). FY 1994 Active Component Officer Corps by Occupational Area, Service, and Gender

b. Percent	GENDER	OCCUPATIONAL AREA									TOTAL
		General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin-istration	Supply, Procurement, and Allied	Non-Occupational**	
	ARMY										
	Males	0.53%	44.38%	6.82%	9.60%	4.07%	17.95%	5.42%	9.88%	1.35%	100.00%
	Females	0.03%	6.00%	7.20%	10.86%	2.78%	50.07%	10.33%	11.84%	0.89%	100.00%
	Total	0.46%	38.90%	6.87%	9.78%	3.88%	22.54%	6.12%	10.16%	1.28%	100.00%
	NAVY										
	Males	0.44%	44.98%	3.46%	10.66%	4.03%	15.50%	2.14%	6.75%	12.04%	100.00%
	Females	0.04%	5.75%	3.64%	4.27%	3.95%	49.19%	25.03%	3.82%	4.31%	100.00%
	Total	0.39%	39.79%	3.48%	9.81%	4.02%	19.96%	5.17%	6.36%	11.01%	100.00%
	MARINE CORPS										
	Males	0.45%	56.89%	3.45%	6.47%	2.82%	0.00%	5.67%	11.42%	12.84%	100.00%
	Females	0.19%	4.22%	7.49%	10.75%	4.99%	0.00%	34.17%	19.77%	18.43%	100.00%
	Total	0.44%	55.11%	3.59%	6.61%	2.89%	0.00%	6.63%	11.70%	13.03%	100.00%
	AIR FORCE										
	Males	0.43%	40.07%	4.19%	17.59%	6.85%	12.61%	7.42%	8.64%	2.20%	100.00%
	Females	0.03%	9.58%	5.40%	12.56%	5.75%	45.12%	12.56%	7.76%	1.25%	100.00%
	Total	0.37%	35.40%	4.37%	16.82%	6.68%	17.59%	8.21%	8.50%	2.06%	100.00%
	TOTAL DoD										
	Males	0.47%	43.99%	4.77%	12.41%	4.93%	14.10%	5.28%	8.75%	5.31%	100.00%
	Females	0.04%	7.33%	5.59%	9.87%	4.29%	47.04%	15.33%	8.33%	2.19%	100.00%
	Total	0.41%	38.99%	4.88%	12.06%	4.84%	18.59%	6.65%	8.69%	4.88%	100.00%

* Calculations do not include 612 male and 8 female Marine Corps and 524 male and 1 female Air Force O-6 officers classified as general officers by the Services.

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table B-29. FY 1994 Active Component Officer Corps by Occupational Area, Service, and Race/Ethnicity

a. Number

RACE/ ETHNICITY	OCCUPATIONAL AREA									
	General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin- istration	Supply, Procurement, and Allied	Non- Occupational**	TOTAL
ARMY										
White	307	24,164	4,214	5,473	2,453	13,178	3,309	5,526	656	59,280
Black	22	2,468	426	1,087	223	1,719	818	1,342	54	8,159
Hispanic	2	688	145	239	51	471	158	231	22	2,007
Other	4	850	190	282	85	950	149	258	196	2,964
Total	335	28,170	4,975	7,081	2,812	16,318	4,434	7,357	928	72,410
NAVY										
White	222	21,727	1,847	5,194	2,070	9,979	2,556	3,150	5,545	52,290
Black	4	773	96	323	158	588	320	313	333	2,908
Hispanic	3	588	75	123	71	376	90	144	313	1,783
Other	0	493	45	176	84	889	98	163	336	2,284
Total	229	23,581	2,063	5,816	2,383	11,832	3,064	3,770	6,527	59,265
MARINE CORPS										
White	68	7,837	502	919	404	0	855	1,511	1,702	13,798
Black	0	244	12	56	15	0	104	182	148	761
Hispanic	0	231	19	25	17	0	40	65	93	490
Other	0	165	19	17	9	0	21	42	61	334
Total	68	8,477	552	1,017	445	0	1,020	1,800	2,004	15,383
AIR FORCE										
White	281	26,478	3,151	11,772	4,881	12,452	5,484	5,821	1,457	71,777
Black	6	965	156	917	292	840	749	622	50	4,597
Hispanic	5	478	74	293	75	303	163	168	13	1,572
Other	3	572	138	554	131	561	209	231	134	2,533
Total	295	28,493	3,519	13,536	5,379	14,156	6,605	6,842	1,654	80,479
TOTAL DoD										
White	878	80,206	9,714	23,358	9,808	35,609	12,204	16,008	9,360	197,145
Black	32	4,450	690	2,383	688	3,147	1,991	2,459	585	16,425
Hispanic	10	1,985	313	680	214	1,150	451	608	441	5,852
Other	7	2,080	392	1,029	309	2,400	477	694	727	8,115
Total	927	88,721	11,109	27,450	11,019	42,306	15,123	19,769	11,113	227,537

* Calculations do not include 593 White, 18 Black, 7 Hispanic, and 2 "Other" Marine Corps and 516 White, 4 Black, 3 Hispanic, and 2 "Other" Air Force O-6 officers classified as general officers by the Services

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Table B-29 (Continued). FY 1994 Active Component Officer Corps by Occupational Area, Service, and Race/Ethnicity

b. Percent	RACE/ ETHNICITY	OCCUPATIONAL AREA								TOTAL	
		General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin- istration	Supply, Procurement, and Allied		Non- Occupational**
ARMY											
	White	0.52%	40.76%	7.11%	9.23%	4.14%	22.23%	5.58%	9.32%	1.11%	100.00%
	Black	0.27%	30.25%	5.22%	13.32%	2.73%	21.07%	10.03%	16.45%	0.66%	100.00%
	Hispanic	0.10%	34.28%	7.22%	11.91%	2.54%	23.47%	7.87%	11.51%	1.10%	100.00%
	Other	0.13%	28.68%	6.41%	9.51%	2.87%	32.05%	5.03%	8.70%	6.61%	100.00%
	Total	0.46%	38.90%	6.87%	9.78%	3.88%	22.54%	6.12%	10.16%	1.28%	100.00%
NAVY											
	White	0.42%	41.55%	3.53%	9.93%	3.96%	19.08%	4.89%	6.02%	10.60%	100.00%
	Black	0.14%	26.58%	3.30%	11.11%	5.43%	20.22%	11.00%	10.76%	11.45%	100.00%
	Hispanic	0.17%	32.98%	4.21%	6.90%	3.98%	21.09%	5.05%	8.08%	17.55%	100.00%
	Other	0.00%	21.58%	1.97%	7.71%	3.68%	38.92%	4.29%	7.14%	14.71%	100.00%
	Total	0.39%	39.79%	3.48%	9.81%	4.02%	19.96%	5.17%	6.36%	11.01%	100.00%
MARINE CORPS											
	White	0.49%	56.80%	3.64%	6.66%	2.93%	0.00%	6.20%	10.95%	12.34%	100.00%
	Black	0.00%	32.06%	1.58%	7.36%	1.97%	0.00%	13.67%	23.92%	19.45%	100.00%
	Hispanic	0.00%	47.14%	3.88%	5.10%	3.47%	0.00%	8.16%	13.27%	18.98%	100.00%
	Other	0.00%	49.40%	5.69%	5.09%	2.69%	0.00%	6.29%	12.57%	18.26%	100.00%
	Total	0.44%	55.11%	3.59%	6.61%	2.89%	0.00%	6.63%	11.70%	13.03%	100.00%
AIR FORCE											
	White	0.39%	36.89%	4.39%	16.40%	6.80%	17.35%	7.64%	8.11%	2.03%	100.00%
	Black	0.13%	20.99%	3.39%	19.95%	6.35%	18.27%	16.29%	13.53%	1.09%	100.00%
	Hispanic	0.32%	30.41%	4.71%	18.64%	4.77%	19.27%	10.37%	10.69%	0.83%	100.00%
	Other	0.12%	22.58%	5.45%	21.87%	5.17%	22.15%	8.25%	9.12%	5.29%	100.00%
	Total	0.37%	35.40%	4.37%	16.82%	6.68%	17.59%	8.21%	8.50%	2.06%	100.00%
TOTAL DoD											
	White	0.45%	40.68%	4.93%	11.85%	4.98%	18.06%	6.19%	8.12%	4.75%	100.00%
	Black	0.19%	27.09%	4.20%	14.51%	4.19%	19.16%	12.12%	14.97%	3.56%	100.00%
	Hispanic	0.17%	33.92%	5.35%	11.62%	3.66%	19.65%	7.71%	10.39%	7.54%	100.00%
	Other	0.09%	25.63%	4.83%	12.68%	3.81%	29.57%	5.88%	8.55%	8.96%	100.00%
	Total	0.41%	38.99%	4.88%	12.06%	4.84%	18.59%	6.65%	8.69%	4.88%	100.00%

* Calculations do not include 593 White, 18 Black, 7 Hispanic, and 2 "Other" Marine Corps and 516 White, 4 Black, 3 Hispanic, and 2 "Other" Air Force O-6 officers classified as general officers by the Services.

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table B-30. FY 1994 Active Component Officer Accessions by Source of Commission, Service, and Gender

a. Number

GENDER	SOURCE OF COMMISSION							TOTAL	
	Academy	ROTC		ROTC Non-Scholarship	Direct		Unknown		
		Scholarship			OCS/OTS	Appointment			Other
ARMY									
Males	906	1,448		1,276	460	462	4	36	4,592
Females	126	310		210	65	380	2	18	1,111
Total	1,032	1,758		1,486	525	842	6	54	5,703
NAVY									
Males	680	940		90	438	726		35	3,390
Females	88	88		5	54	299		6	661
Total	768	1,028		95	492	1,025		41	4,051
MARINE CORPS									
Males	181	200		0	619	2	145	2	1,149
Females	12	9		0	38	1	12	0	72
Total	193	209		0	657	3	157	2	1,221
AIR FORCE									
Males	867	880		597	589	626	100	0	3,659
Females	129	228		90	95	547	7	0	1,096
Total	996	1,108		687	684	1,173	107	0	4,755
TOTAL DoD									
Males	2,634	2,618		2,813	2,106	1,816	730	73	12,790
Females	355	552		388	252	1,227	142	24	2,940
Total	2,989	3,170		3,201	2,358	3,043	872	97	15,730

Table B-30 (Continued). FY 1994 Active Component Officer Accessions by Source of Commission, Service, and Gender

b. Percent	GENDER	SOURCE OF COMMISSION							TOTAL
		ROTC			Direct				
		Academy	Scholarship	ROTC Non-Scholarship	OCS/OTS	Appointment	Other	Unknown	
	ARMY								
	Males	19.73%	31.53%	27.79%	10.02%	10.06%	0.09%	0.78%	100.00%
	Females	11.34%	27.90%	18.90%	5.85%	34.20%	0.18%	1.62%	100.00%
	Total	18.10%	30.83%	26.06%	9.21%	14.76%	0.11%	0.95%	100.00%
	NAVY								
	Males	20.06%	2.65%	27.73%	12.92%	21.42%	14.19%	1.03%	100.00%
	Females	13.31%	0.76%	13.31%	8.17%	45.23%	18.31%	0.91%	100.00%
	Total	18.96%	25.38%	2.35%	12.15%	25.30%	14.86%	1.01%	100.00%
	MARINE CORPS								
	Males	15.75%	17.41%	0.00%	53.87%	0.17%	12.62%	0.17%	100.00%
	Females	16.67%	12.50%	0.00%	52.78%	1.39%	16.67%	0.00%	100.00%
	Total	15.81%	17.12%	0.00%	53.81%	0.25%	12.86%	0.16%	100.00%
	AIR FORCE								
	Males	23.69%	24.05%	16.32%	16.10%	17.11%	2.73%	0.00%	100.00%
	Females	11.77%	20.80%	8.21%	8.67%	49.91%	0.64%	0.00%	100.00%
	Total	20.95%	23.30%	14.45%	14.38%	24.67%	2.25%	0.00%	100.00%
	TOTAL DoD								
	Males	20.59%	20.47%	21.99%	16.47%	14.20%	5.71%	0.57%	100.00%
	Females	12.07%	18.78%	13.20%	8.57%	41.73%	4.83%	0.82%	100.00%
	Total	19.00%	20.15%	20.35%	14.99%	19.35%	5.54%	0.62%	100.00%
Rows may not add to totals due to rounding									

Rows may not add to totals due to rounding.

Table B-31. FY 1994 Active Component Officer Corps by Source of Commission, Service, and Gender

a. Number	GENDER	SOURCE OF COMMISSION							TOTAL
		Academy	ROTC		ROTC Non-Scholarship	OCS/OTS	Direct		
			Scholarship				Appointment	Unknown	
	ARMY								
	Males	10,536	9,715	26,760	5,998	8,679	102	283	62,073
	Females	763	1,758	2,921	598	4,253	8	36	10,337
	Total	11,299	11,473	29,681	6,596	12,932	110	319	72,410
	NAVY								
	Males	10,207	11,020	1,389	10,779	8,981	368	8,674	51,418
	Females	722	791	181	1,647	3,512	3	991	7,847
	Total	10,929	11,811	1,570	12,426	12,493	371	9,665	59,265
	MARINE CORPS								
	Males	1,773	2,975	0	9,003	74	7	1,642	15,474
	Females	46	119	0	284	13	0	67	529
	Total	1,819	3,094	0	9,287	87	7	1,709	16,003
	AIR FORCE								
	Males	13,287	13,460	16,709	16,306	8,760	11	149	68,682
	Females	1,134	1,937	1,838	2,075	5,320	0	18	12,322
	Total	14,421	15,397	18,547	18,381	14,080	11	167	81,004
	TOTAL DoD								
	Males	35,803	37,170	44,858	42,086	26,494	488	10,748	197,647
	Females	2,665	4,605	4,940	4,604	13,098	11	1,112	31,035
	Total	38,468	41,775	49,798	46,690	39,592	499	11,860	228,682

Table B-31 (Continued). FY 1994 Active Component Officer Corps by Source of Commission, Service, and Gender

b. Percent	GENDER	SOURCE OF COMMISSION						TOTAL	
		ROTC			Direct				
		Academy	Scholarship	ROTC Non-Scholarship	OCS/OTS	Appointment	Other		Unknown
	ARMY								
	Males	16.97%	15.65%	43.11%	9.66%	13.98%	0.16%	0.46%	100.00%
	Females	7.38%	17.01%	28.26%	5.79%	41.14%	0.08%	0.35%	100.00%
	Total	15.60%	15.84%	40.99%	9.11%	17.86%	0.15%	0.44%	100.00%
	NAVY								
	Males	19.85%	21.43%	2.70%	20.96%	17.47%	0.72%	16.87%	100.00%
	Females	9.20%	10.08%	2.31%	20.99%	44.76%	0.04%	12.63%	100.00%
	Total	18.44%	19.93%	2.65%	20.97%	21.08%	0.63%	16.31%	100.00%
	MARINE CORPS								
	Males	11.46%	19.23%	0.00%	58.18%	0.48%	0.05%	10.61%	100.00%
	Females	8.70%	22.50%	0.00%	53.69%	2.46%	0.00%	12.67%	100.00%
	Total	11.37%	19.33%	0.00%	58.03%	0.54%	0.04%	10.68%	100.00%
	AIR FORCE								
	Males	19.35%	19.60%	24.33%	23.74%	12.75%	0.02%	0.22%	100.00%
	Females	9.20%	15.72%	14.92%	16.84%	43.17%	0.00%	0.15%	100.00%
	Total	17.80%	19.01%	22.90%	22.69%	17.38%	0.01%	0.21%	100.00%
	TOTAL DoD								
	Males	18.11%	18.81%	22.70%	21.29%	13.40%	0.25%	5.44%	100.00%
	Females	8.59%	14.84%	15.92%	14.83%	42.20%	0.04%	3.58%	100.00%
	Total	16.82%	18.27%	21.78%	20.42%	17.31%	0.22%	5.19%	100.00%
Rows may not add to totals due to rounding.									

Table B-32. FY 1994 Active Component Officer Accessions by Source of Commission, Service, and Race/Ethnicity

a. Number

RACE/ ETHNICITY	SOURCE OF COMMISSION							TOTAL	
	Academy	ROTC		ROTC Non-Scholarship	Direct		Unknown		
		Scholarship			OCS/OTS	Appointment			Other
ARMY									
White	863	1,509		1,114	390	621	6	49	4,552
Black	59	145		204	98	112	0	1	619
Hispanic	43	38		86	15	28	0	0	210
Other	67	66		82	22	81	0	4	322
Total	1,032	1,758		1,486	525	842	6	54	5,703
NAVY									
White	611	835		78	382	812	476	29	3,223
Black	54	80		4	62	49	77	0	326
Hispanic	40	65		9	26	31	23	2	196
Other	63	48		4	22	133	26	10	306
Total	768	1,028		95	492	1,025	602	41	4,051
MARINE CORPS									
White	157	190		0	539	2	132	2	1,022
Black	16	11		0	57	0	12	0	96
Hispanic	16	2		0	37	0	8	0	63
Other	4	6		0	24	1	5	0	40
Total	193	209		0	657	3	157	2	1,221
AIR FORCE									
White	823	962		581	605	1,047	55	0	4,073
Black	47	58		29	31	61	5	0	231
Hispanic	0	5		2	20	3	0	0	30
Other	126	83		75	28	62	47	0	421
Total	996	1,108		687	684	1,173	107	0	4,755
TOTAL DoD									
White	2,454	3,496		1,773	1,916	2,482	669	80	12,870
Black	176	294		237	248	222	94	1	1,272
Hispanic	99	110		97	98	62	31	2	499
Other	260	203		161	96	277	78	14	1,089
Total	2,989	4,103		2,268	2,358	3,043	872	97	15,730

Table B-32 (Continued). FY 1994 Active Component Officer Accessions by Source of Commission, Service, and Race/Ethnicity

b. Percent	SOURCE OF COMMISSION							
	RACE/ ETHNICITY	ROTC		ROTC Non-		Direct		TOTAL
		Academy	Scholarship	Scholarship	OCS/OTS	Appointment	Other	
ARMY								
White	18.96%	33.15%	24.47%	8.57%	13.64%	0.13%	1.08%	100.00%
Black	9.53%	23.42%	32.96%	15.83%	18.09%	0.00%	0.16%	100.00%
Hispanic	20.48%	18.10%	40.95%	7.14%	13.33%	0.00%	0.00%	100.00%
Other	20.81%	20.50%	25.47%	6.83%	25.16%	0.00%	1.24%	100.00%
Total	18.10%	30.83%	26.06%	9.21%	14.76%	0.11%	0.95%	100.00%
NAVY								
White	18.96%	25.91%	2.42%	11.85%	25.19%	14.77%	0.90%	100.00%
Black	16.56%	24.54%	1.23%	19.02%	15.03%	23.62%	0.00%	100.00%
Hispanic	20.41%	33.16%	4.59%	13.27%	15.82%	11.73%	1.02%	100.00%
Other	20.59%	15.69%	1.31%	7.19%	43.46%	8.50%	3.27%	100.00%
Total	18.96%	25.38%	2.35%	12.15%	25.30%	14.86%	1.01%	100.00%
MARINE CORPS								
White	15.36%	18.59%	0.00%	52.74%	0.20%	12.92%	0.20%	100.00%
Black	16.67%	11.46%	0.00%	59.38%	0.00%	12.50%	0.00%	100.00%
Hispanic	25.40%	3.17%	0.00%	58.73%	0.00%	12.70%	0.00%	100.00%
Other	10.00%	15.00%	0.00%	60.00%	2.50%	12.50%	0.00%	100.00%
Total	15.81%	17.12%	0.00%	53.81%	0.25%	12.86%	0.16%	100.00%
AIR FORCE								
White	20.21%	23.62%	14.26%	14.85%	25.71%	1.35%	0.00%	100.00%
Black	20.35%	25.11%	12.55%	13.42%	26.41%	2.16%	0.00%	100.00%
Hispanic	0.00%	16.67%	6.67%	66.67%	10.00%	0.00%	0.00%	100.00%
Other	29.93%	19.71%	17.81%	6.65%	14.73%	11.16%	0.00%	100.00%
Total	20.95%	23.30%	14.45%	14.38%	24.67%	2.25%	0.00%	100.00%
TOTAL DoD								
White	19.07%	27.16%	13.78%	14.89%	19.29%	5.20%	0.62%	100.00%
Black	13.84%	23.11%	18.63%	19.50%	17.45%	7.39%	0.08%	100.00%
Hispanic	19.84%	22.04%	19.44%	19.64%	12.42%	6.21%	0.40%	100.00%
Other	23.88%	18.64%	14.78%	8.82%	25.44%	7.16%	1.29%	100.00%
Total	19.00%	26.08%	14.42%	14.99%	19.35%	5.54%	0.62%	100.00%
Rows may not add to totals due to rounding.								

Table B-33. FY 1994 Active Component Officer Corps by Source of Commission, Service, and Race/Ethnicity

a. Number

RACE/ ETHNICITY	SOURCE OF COMMISSION						
	Academy	ROTC		ROTC Non-		Direct	
		Scholarship	Scholarship	Scholarship	OCS/OTS	Appointment	
							Other
							Unknown
							TOTAL
ARMY							
White	10,095	9,797		23,206	5,426	10,545	100
Black	558	1,079		4,481	777	1,248	4
Hispanic	213	247		986	174	379	4
Other	433	350		1,008	219	760	2
Total	11,299	11,473		29,681	6,596	12,932	110
NAVY							
White	9,745	10,651		1,390	10,973	10,712	347
Black	411	512		104	713	656	7
Hispanic	352	318		37	442	405	9
Other	421	330		39	298	720	8
Total	10,929	11,811		1,570	12,426	12,493	371
MARINE CORPS							
White	1,585	2,868		0	8,362	82	6
Black	111	121		0	426	2	0
Hispanic	81	48		0	294	2	1
Other	42	57		0	205	1	0
Total	1,819	3,094		0	9,287	87	7
AIR FORCE							
White	12,734	14,045		16,051	16,912	12,429	10
Black	748	707		1,451	849	837	1
Hispanic	257	192		509	320	294	0
Other	682	453		536	300	520	0
Total	14,421	15,397		18,547	18,381	14,080	11
TOTAL DoD							
White	34,159	37,361		40,647	41,673	33,768	463
Black	1,828	2,419		6,036	2,765	2,743	12
Hispanic	903	805		1,532	1,230	1,080	14
Other	1,578	1,190		1,583	1,022	2,001	10
Total	38,468	41,775		49,798	46,690	39,592	499
TOTAL							
White							
Black							
Hispanic							
Other							
Total							

Table B-33 (Continued). FY 1994 Active Component Officer Corps by Source of Commission, Service, and Race/Ethnicity

b. Percent	RACE/ ETHNICITY	SOURCE OF COMMISSION							TOTAL	
		ROTC		ROTC Non-		Direct				
		Academy	Scholarship	Scholarship	OCS/OTS	Appointment	Other	Unknown		
ARMY										
	White	17.03%	16.53%	39.15%	9.15%	17.79%	0.17%	0.19%	100.00%	
	Black	6.84%	13.22%	54.92%	9.52%	15.30%	0.05%	0.15%	100.00%	
	Hispanic	10.61%	12.31%	49.13%	8.67%	18.88%	0.20%	0.20%	100.00%	
	Other	14.61%	11.81%	34.01%	7.39%	25.64%	0.07%	6.48%	100.00%	
	Total	15.60%	15.84%	40.99%	9.11%	17.86%	0.15%	0.44%	100.00%	
NAVY										
	White	18.64%	20.37%	2.66%	20.98%	20.49%	0.66%	16.20%	100.00%	
	Black	14.13%	17.61%	3.58%	24.52%	22.56%	0.24%	17.37%	100.00%	
	Hispanic	19.74%	17.84%	2.08%	24.79%	22.71%	0.50%	12.34%	100.00%	
	Other	18.43%	14.45%	1.71%	13.05%	31.52%	0.35%	20.49%	100.00%	
	Total	18.44%	19.93%	2.65%	20.97%	21.08%	0.63%	16.31%	100.00%	
MARINE CORPS										
	White	11.01%	19.93%	0.00%	58.11%	0.57%	0.04%	10.34%	100.00%	
	Black	14.25%	15.53%	0.00%	54.69%	0.26%	0.00%	15.28%	100.00%	
	Hispanic	16.30%	9.66%	0.00%	59.15%	0.40%	0.20%	14.29%	100.00%	
	Other	12.50%	16.96%	0.00%	61.01%	0.30%	0.00%	9.23%	100.00%	
	Total	11.37%	19.33%	0.00%	58.03%	0.54%	0.04%	10.68%	100.00%	
AIR FORCE										
	White	17.61%	19.43%	22.20%	23.39%	17.19%	0.01%	0.15%	100.00%	
	Black	16.26%	15.37%	31.54%	18.45%	18.19%	0.02%	0.17%	100.00%	
	Hispanic	16.32%	12.19%	32.32%	20.32%	18.67%	0.00%	0.19%	100.00%	
	Other	26.90%	17.87%	21.14%	11.83%	20.51%	0.00%	1.74%	100.00%	
	Total	17.80%	19.01%	22.90%	22.69%	17.38%	0.01%	0.21%	100.00%	
TOTAL DoD										
	White	17.23%	18.85%	20.50%	21.02%	17.03%	0.23%	5.14%	100.00%	
	Black	11.11%	14.71%	36.70%	16.81%	16.68%	0.07%	3.92%	100.00%	
	Hispanic	15.40%	13.73%	26.13%	20.98%	18.42%	0.24%	5.08%	100.00%	
	Other	19.44%	14.66%	19.50%	12.59%	24.65%	0.12%	9.05%	100.00%	
	Total	16.82%	18.27%	21.78%	20.42%	17.31%	0.22%	5.19%	100.00%	
Rows may not add to totals due to rounding.										

Table B-34. FY 1994 Active Component Warrant Officer Accessions and Warrant Officer Corps by Gender and Service with Civilian Comparison Groups

GENDER	SERVICE								TOTAL DoD		CIVILIAN	
	ARMY		NAVY		MARINE CORPS		AIR FORCE		#	%	#	%
	#	%	#	%	#	%	#	%				
a. FY 1994 Active Component Warrant Officer Accessions												
Males	848	89.83%	257	96.98%	141	91.56%	0	NA	1,246	91.42%	36,273,263	54.40%
Females	96	10.17%	8	3.02%	13	8.44%	0	NA	117	8.58%	30,406,661	45.60%
TOTAL	944	100.00%	265	100.00%	154	100.00%	0	NA	1,363	100.00%	66,679,924	100.00%
b. FY 1994 Active Component Warrant Officers												
Males	12,197	95.67%	2,403	94.83%	1,763	93.98%	0	NA	16,363	95.36%	54,959,253	53.73%
Females	552	4.33%	131	5.17%	113	6.02%	0	NA	796	4.64%	47,321,332	46.27%
TOTAL	12,749	100.00%	2,534	100.00%	1,876	100.00%	0	NA	17,159	100.00%	102,280,585	100.00%

* Comparison group for accessions includes 20-39 year old members of the civilian labor force, October 1993-September 1994.
Comparison group for active component warrant officers includes 18-49 year old members of the civilian labor force, September 1994.
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File.

Table B-35. FY 1994 Active Component Warrant Officer Accessions and Warrant Officer Corps by Race/Ethnicity and Service with Civilian Comparison Groups

RACE/ ETHNICITY	SERVICE						CIVILIAN			
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD	
	#	%	#	%	#	%	#	%	#	%
a. FY 1994 Active Component Warrant Officer Accessions										
White	669	70.87%	202	76.23%	122	79.22%	0	NA	993	72.85%
Black	170	18.01%	43	16.23%	21	13.64%	0	NA	234	17.17%
Hispanic	33	3.50%	7	2.64%	8	5.19%	0	NA	48	3.52%
Other	72	7.63%	13	4.91%	3	1.95%	0	NA	88	6.46%
TOTAL	944	100.00%	265	100.00%	154	100.00%	0	NA	1,363	100.00%
b. FY 1994 Active Component Warrant Officers										
White	10,329	81.02%	2,025	79.91%	1,544	82.30%	0	NA	13,898	81.00%
Black	1,457	11.43%	274	10.81%	214	11.41%	0	NA	1,945	11.34%
Hispanic	426	3.34%	45	1.78%	94	5.01%	0	NA	565	3.29%
Other	537	4.21%	190	7.50%	24	1.28%	0	NA	751	4.38%
TOTAL	12,749	100.00%	2,534	100.00%	1,876	100.00%	0	NA	17,159	100.00%

* Comparison group for accessions includes 20-39 year old members of the civilian labor force, October 1993-September 1994.
 Comparison group for active component warrant officers includes 18-49 year old members of the civilian labor force, September 1994.
 Columns may not add to totals due to rounding.
 Source: Civilian data from Bureau of Labor Statistics Current Population Survey File.

Appendix C - Tables: Selected Reserve Enlisted Accessions, Enlisted Force, Officer Accessions, and Officer Corps

Table C-1. FY 1994 NPS Selected Reserve Enlisted Accessions by Age Group, Component, and Gender with Civilian Comparison Group

a. Number

GENDER	AGE GROUP								TOTAL
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+	Unknown
ARMY NATIONAL GUARD									
Male	13,877	4,955	1,117	493	109	42	19	8	58
Female	2,421	755	232	112	10	3	1	0	5
Total	16,298	5,710	1,349	605	119	45	20	8	63
ARMY RESERVE									
Male	9,745	2,764	466	160	7	2	1	0	1
Female	3,724	1,241	300	131	6	1	1	0	2
Total	13,469	4,005	766	291	13	3	2	0	3
NAVAL RESERVE									
Male	994	823	342	369	194	4	0	0	506
Female	145	142	129	136	67	0	0	1	142
Total	1,139	965	471	505	261	4	0	1	648
MARINE CORPS RESERVE									
Male	3,629	1,757	172	6	0	0	0	0	2
Female	50	25	5	0	0	0	0	0	0
Total	3,679	1,782	177	6	0	0	0	0	2
AIR NATIONAL GUARD									
Male	975	679	161	49	5	0	0	1	0
Female	286	171	70	35	1	0	0	0	0
Total	1,261	850	231	84	6	0	0	1	0
AIR FORCE RESERVE									
Male	259	278	57	29	0	0	0	0	2
Female	102	110	31	22	1	0	0	0	0
Total	361	388	88	51	1	0	0	0	2
TOTAL DoD									
Male	29,479	11,256	2,315	1,106	315	48	20	9	569
Female	6,728	2,444	767	436	85	4	2	1	149
Total	36,207	13,700	3,082	1,542	400	52	22	10	718
17-35 YR OLD CIVILIANS									
Male	5,255,054	8,951,226	9,454,085	10,907,509	2,167,881	NA	NA	NA	0
Female	5,147,819	9,199,194	9,769,122	11,163,221	2,247,717	NA	NA	NA	0
Total	10,402,873	18,150,420	19,223,207	22,070,730	4,415,598	NA	NA	NA	0

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993-September 1994.

Table C-1 (Continued). FY 1994 NPS Selected Reserve Enlisted Accessions by Age, Component, and Gender with Civilian Comparison Group

b. Percent

GENDER	AGE GROUP									TOTAL
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+	Unknown	
ARMY NATIONAL GUARD										
Male	67.11%	23.96%	5.40%	2.38%	0.53%	0.20%	0.09%	0.04%	0.28%	100.00%
Female	68.41%	21.33%	6.56%	3.16%	0.28%	0.08%	0.03%	0.00%	0.14%	100.00%
Total	67.30%	23.58%	5.57%	2.50%	0.49%	0.19%	0.08%	0.03%	0.26%	100.00%
ARMY RESERVE										
Male	74.13%	21.03%	3.54%	1.22%	0.05%	0.02%	0.01%	0.00%	0.01%	100.00%
Female	68.89%	22.96%	5.55%	2.42%	0.11%	0.02%	0.02%	0.00%	0.04%	100.00%
Total	72.60%	21.59%	4.13%	1.57%	0.07%	0.02%	0.01%	0.00%	0.02%	100.00%
NAVAL RESERVE										
Male	30.75%	25.46%	10.58%	11.42%	6.00%	0.12%	0.00%	0.00%	15.66%	100.00%
Female	19.03%	18.64%	16.93%	17.85%	8.79%	0.00%	0.00%	0.13%	18.64%	100.00%
Total	28.52%	24.16%	11.79%	12.64%	6.53%	0.10%	0.00%	0.03%	16.22%	100.00%
MARINE CORPS RESERVE										
Male	65.20%	31.57%	3.09%	0.11%	0.00%	0.00%	0.00%	0.00%	0.04%	100.00%
Female	62.50%	31.25%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
Total	65.16%	31.56%	3.13%	0.11%	0.00%	0.00%	0.00%	0.00%	0.04%	100.00%
AIR NATIONAL GUARD										
Male	52.14%	36.31%	8.61%	2.62%	0.27%	0.00%	0.00%	0.05%	0.00%	100.00%
Female	50.80%	30.37%	12.43%	6.22%	0.18%	0.00%	0.00%	0.00%	0.00%	100.00%
Total	51.83%	34.94%	9.49%	3.45%	0.25%	0.00%	0.00%	0.04%	0.00%	100.00%
AIR FORCE RESERVE										
Male	41.44%	44.48%	9.12%	4.64%	0.00%	0.00%	0.00%	0.00%	0.32%	100.00%
Female	38.35%	41.35%	11.65%	8.27%	0.38%	0.00%	0.00%	0.00%	0.00%	100.00%
Total	40.52%	43.55%	9.88%	5.72%	0.11%	0.00%	0.00%	0.00%	0.22%	100.00%
TOTAL DoD										
Male	65.34%	24.95%	5.13%	2.45%	0.70%	0.11%	0.04%	0.02%	1.26%	100.00%
Female	63.38%	23.02%	7.22%	4.11%	0.80%	0.04%	0.02%	0.01%	1.40%	100.00%
Total	64.97%	24.58%	5.53%	2.77%	0.72%	0.09%	0.04%	0.02%	1.29%	100.00%
17-35 YR OLD CIVILIANS										
Male	14.31%	24.37%	25.74%	29.69%	5.90%	----	----	----	0.00%	100.00%
Female	13.72%	24.51%	26.03%	29.75%	5.99%	----	----	----	0.00%	100.00%
Total	14.01%	24.44%	25.89%	29.72%	5.95%	----	----	----	0.00%	100.00%

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993-September 1994.

Table C-2. FY 1994 NPS Selected Reserve Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

AGE	MILITARY										MARRIED CIVILIANS		
	MARRIED					UNMARRIED					PERCENT MARRIED		17-35 YEARS OLD
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	
17	27	15	42	12,217	3,129	15,346	12,244	3,144	15,388	0.22%	0.48%	0.27%	40,545
18	123	30	153	10,336	2,176	12,512	10,459	2,206	12,665	1.18%	1.36%	1.21%	115,250
19	155	58	213	6,621	1,320	7,941	6,776	1,378	8,154	2.29%	4.21%	2.61%	242,630
20	214	59	273	3,972	798	4,770	4,186	857	5,043	5.11%	6.88%	5.41%	373,018
21	246	59	305	2,507	519	3,026	2,753	578	3,331	8.94%	10.21%	9.16%	551,857
22	295	63	358	1,641	373	2,014	1,936	436	2,372	15.24%	14.45%	15.09%	819,076
23	245	54	299	1,157	264	1,421	1,402	318	1,720	17.48%	16.98%	17.38%	1,070,525
24	236	61	297	743	194	937	979	255	1,234	24.11%	23.92%	24.07%	1,345,680
25	187	53	240	466	129	595	653	182	835	28.64%	29.12%	28.74%	1,502,321
26	186	54	240	333	114	447	519	168	687	35.84%	32.14%	34.93%	1,715,973
27	180	54	234	279	99	378	459	153	612	39.22%	35.29%	38.24%	1,883,479
28	185	53	238	184	84	268	369	137	506	50.14%	38.69%	47.04%	2,149,773
29	167	56	223	148	71	219	315	127	442	53.02%	44.09%	50.45%	2,401,648
30	130	40	170	122	58	180	252	98	350	51.59%	40.82%	48.57%	2,566,271
31	124	39	163	92	44	136	216	83	299	57.41%	46.99%	54.52%	2,741,602
32	135	39	174	92	40	132	227	79	306	59.47%	49.37%	56.86%	2,834,540
33	130	37	167	74	39	113	204	76	280	63.73%	48.68%	59.64%	2,922,025
34	119	48	167	88	52	140	207	100	307	57.49%	48.00%	54.40%	2,956,706
35	86	17	103	44	22	66	130	39	169	66.15%	43.59%	60.95%	2,972,002
36+	184	30	214	78	23	101	262	53	315	70.23%	56.60%	67.94%	NA
Unknown	279	51	330	290	98	388	569	149	718	49.03%	34.23%	45.96%	0
TOTAL	3,633	970	4,603	41,484	9,646	51,130	45,117	10,616	55,733	8.05%	9.14%	8.26%	31,204,921

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993-September 1994.

Table C-2 (Continued). FY 1994 NPS Selected Reserve Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

b. Percent

AGE	MILITARY										MARRIED CIVILIANS 17-35 YEARS OLD	
	MARRIED			UNMARRIED			TOTAL DoD					
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total
17	0.74%	1.55%	0.91%	29.45%	32.44%	30.01%	27.14%	29.62%	27.61%	27.14%	29.62%	27.61%
18	3.39%	3.09%	3.32%	24.92%	22.56%	24.47%	23.18%	20.78%	22.72%	23.18%	20.78%	22.72%
19	4.27%	5.98%	4.63%	15.96%	13.68%	15.53%	15.02%	12.98%	14.63%	15.02%	12.98%	14.63%
20	5.89%	6.08%	5.93%	9.57%	8.27%	9.33%	9.28%	8.07%	9.05%	9.28%	8.07%	9.05%
21	6.77%	6.08%	6.63%	6.04%	5.38%	5.92%	6.10%	5.44%	5.98%	6.10%	5.44%	5.98%
22	8.12%	6.49%	7.78%	3.96%	3.87%	3.94%	4.29%	4.11%	4.26%	4.29%	4.11%	4.26%
23	6.74%	5.57%	6.50%	2.79%	2.74%	2.78%	3.11%	3.00%	3.09%	3.11%	3.00%	3.09%
24	6.50%	6.29%	6.45%	1.79%	2.01%	1.83%	2.17%	2.40%	2.21%	2.17%	2.40%	2.21%
25	5.15%	5.46%	5.21%	1.12%	1.34%	1.16%	1.45%	1.71%	1.50%	1.45%	1.71%	1.50%
26	5.12%	5.57%	5.21%	0.80%	1.18%	0.87%	1.15%	1.58%	1.23%	1.15%	1.58%	1.23%
27	4.95%	5.57%	5.08%	0.67%	1.03%	0.74%	1.02%	1.44%	1.10%	1.02%	1.44%	1.10%
28	5.09%	5.46%	5.17%	0.44%	0.87%	0.52%	0.82%	1.29%	0.91%	0.82%	1.29%	0.91%
29	4.60%	5.77%	4.84%	0.36%	0.74%	0.43%	0.70%	1.20%	0.79%	0.70%	1.20%	0.79%
30	3.58%	4.12%	3.69%	0.29%	0.60%	0.35%	0.56%	0.92%	0.63%	0.56%	0.92%	0.63%
31	3.41%	4.02%	3.54%	0.22%	0.46%	0.27%	0.48%	0.78%	0.54%	0.48%	0.78%	0.54%
32	3.72%	4.02%	3.78%	0.22%	0.41%	0.26%	0.50%	0.74%	0.55%	0.50%	0.74%	0.55%
33	3.58%	3.81%	3.63%	0.18%	0.40%	0.22%	0.45%	0.72%	0.50%	0.45%	0.72%	0.50%
34	3.28%	4.95%	3.63%	0.21%	0.54%	0.27%	0.46%	0.94%	0.55%	0.46%	0.94%	0.55%
35	2.37%	1.75%	2.24%	0.11%	0.23%	0.13%	0.29%	0.37%	0.30%	0.29%	0.37%	0.30%
36+	5.06%	3.09%	4.65%	0.19%	0.24%	0.20%	0.58%	0.50%	0.57%	0.58%	0.50%	0.57%
Unknown	7.68%	5.26%	7.17%	0.70%	1.02%	0.76%	1.26%	1.40%	1.29%	1.26%	1.40%	1.29%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993-September 1994.

Table C-3. FY 1994 NPS Selected Reserve Enlisted Accessions by Race/Ethnicity, Component, and Gender with Civilian Comparison Group

GENDER	WHITE		BLACK		HISPANIC		OTHER		TOTAL	
	#	%	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD										
Male	15,571	75.30%	2,828	13.68%	1,632	7.89%	647	3.13%	20,678	100.00%
Female	2,249	63.55%	926	26.17%	235	6.64%	129	3.65%	3,539	100.00%
Total	17,820	73.58%	3,754	15.50%	1,867	7.71%	776	3.20%	24,217	100.00%
ARMY RESERVE										
Male	7,658	58.25%	2,016	15.34%	826	6.28%	2,646	20.13%	13,146	100.00%
Female	2,255	41.71%	1,609	29.76%	321	5.94%	1,221	22.59%	5,406	100.00%
Total	9,913	53.43%	3,625	19.54%	1,147	6.18%	3,867	20.84%	18,552	100.00%
NAVAL RESERVE										
Male	2,389	73.92%	387	11.97%	288	8.91%	168	5.20%	3,232	100.00%
Female	499	65.49%	157	20.60%	62	8.14%	44	5.77%	762	100.00%
Total	2,888	72.31%	544	13.62%	350	8.76%	212	5.31%	3,994	100.00%
MARINE CORPS RESERVE										
Male	3,958	71.11%	579	10.40%	708	12.72%	321	5.77%	5,566	100.00%
Female	51	63.75%	12	15.00%	11	13.75%	6	7.50%	80	100.00%
Total	4,009	71.01%	591	10.47%	719	12.73%	327	5.79%	5,646	100.00%
AIR NATIONAL GUARD										
Male	1,502	80.32%	157	8.40%	102	5.45%	109	5.83%	1,870	100.00%
Female	427	75.84%	71	12.61%	32	5.68%	33	5.86%	563	100.00%
Total	1,929	79.28%	228	9.37%	134	5.51%	142	5.84%	2,433	100.00%
AIR FORCE RESERVE										
Male	448	71.68%	124	19.84%	21	3.36%	32	5.12%	625	100.00%
Female	144	54.14%	92	34.59%	11	4.14%	19	7.14%	266	100.00%
Total	592	66.44%	216	24.24%	32	3.59%	51	5.72%	891	100.00%
TOTAL DoD										
Male	31,526	69.88%	6,091	13.50%	3,577	7.93%	3,923	8.70%	45,117	100.00%
Female	5,625	52.99%	2,867	27.01%	672	6.33%	1,452	13.68%	10,616	100.00%
Total	37,151	66.66%	8,958	16.07%	4,249	7.62%	5,375	9.64%	55,733	100.00%
18-24 YR OLD CIVILIANS										
Male	8,542,710	68.93%	1,664,128	13.43%	1,679,737	13.55%	506,971	4.09%	12,393,546	100.00%
Female	8,634,148	68.43%	1,894,740	15.02%	1,574,014	12.47%	515,206	4.08%	12,618,108	100.00%
Total	17,176,858	68.68%	3,558,868	14.23%	3,253,751	13.01%	1,022,177	4.09%	25,011,654	100.00%

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993-September 1994.

Table C-4. FY 1994 NPS Selected Reserve Enlisted Accessions by Ethnicity and Component

ETHNICITY	COMPONENT											
	ARNG		USAR		USNR		USMCR		ANG		USAFR	
	#	%	#	%	#	%	#	%	#	%	#	%
MEXICAN	344	1.42%	386	2.08%	135	3.38%	446	7.90%	39	1.60%	13	1.46%
PUERTO RICAN	940	3.88%	418	2.25%	53	1.33%	89	1.58%	61	2.51%	14	1.57%
CUBAN	27	0.11%	11	0.06%	7	0.18%	10	0.18%	2	0.08%	1	0.11%
LATIN AMER.	86	0.36%	129	0.70%	9	0.23%	42	0.74%	6	0.25%	2	0.22%
OTHER HISP.	470	1.94%	203	1.09%	146	3.66%	132	2.34%	26	1.07%	2	0.22%
ALEUTIAN	3	0.01%	0	0.00%	0	0.00%	1	0.02%	0	0.00%	0	0.00%
ESKIMO	45	0.19%	1	0.01%	2	0.05%	4	0.07%	2	0.08%	3	0.34%
N. AMER. INDIAN	141	0.58%	46	0.25%	33	0.83%	20	0.35%	28	1.15%	2	0.22%
CHINESE	25	0.10%	55	0.30%	12	0.30%	39	0.69%	5	0.21%	2	0.22%
JAPANESE	22	0.09%	16	0.09%	5	0.13%	9	0.16%	15	0.62%	0	0.00%
KOREAN	31	0.13%	67	0.36%	7	0.18%	27	0.48%	3	0.12%	3	0.34%
INDIAN	12	0.05%	18	0.10%	13	0.33%	13	0.23%	1	0.04%	0	0.00%
FILIPINO	114	0.47%	143	0.77%	94	2.35%	65	1.15%	28	1.15%	23	2.58%
VIETNAMESE	21	0.09%	49	0.26%	15	0.38%	22	0.39%	3	0.12%	2	0.22%
OTHER ASIAN	45	0.19%	53	0.29%	7	0.18%	32	0.57%	17	0.70%	6	0.67%
MELANESIAN	4	0.02%	1	0.01%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
MICRONESIAN	14	0.06%	6	0.03%	1	0.03%	2	0.04%	1	0.04%	1	0.11%
POLYNESIAN	21	0.09%	24	0.13%	3	0.08%	6	0.11%	12	0.49%	0	0.00%
GUAMANIAN	28	0.12%	0	0.00%	0	0.00%	0	0.00%	5	0.21%	0	0.00%
OTHER PACIFIC	46	0.19%	35	0.19%	2	0.05%	2	0.04%	5	0.21%	1	0.11%
OTHER/NONE *	21,778	89.93%	13,610	73.36%	39	0.98%	204	3.61%	78	3.21%	36	4.04%
UNKNOWN	0	0.00%	3,281	17.69%	3,411	85.40%	4,481	79.37%	2,096	86.15%	780	87.54%
TOTAL	24,217	100.00%	18,552	100.00%	3,994	100.00%	5,646	100.00%	2,433	100.00%	891	100.00%
											55,733	100.00%

* "Other/None" includes Whites and Blacks who claim no other ethnic category.

Columns may not add to totals due to rounding.

Table C-5. FY 1994 NPS Selected Reserve Enlisted Accessions by AFQT Category, Component, and Gender with Civilian Comparison Group

a. Number

GENDER	AFQT CATEGORY						TOTAL
	I	II	IIIA	IIIB	IV	Other/Unk.	
ARMY NATIONAL GUARD							
Male	853	5,977	4,480	8,298	507	563	20,678
Female	85	997	832	1,544	27	54	3,539
Total	938	6,974	5,312	9,842	534	617	24,217
ARMY RESERVE							
Male	822	5,108	3,751	3,109	351	5	13,146
Female	159	1,660	1,574	1,965	47	1	5,406
Total	981	6,768	5,325	5,074	398	6	18,552
NAVAL RESERVE							
Male	16	154	101	117	31	2,813	3,232
Female	3	55	44	31	2	627	762
Total	19	209	145	148	33	3,440	3,994
MARINE CORPS RESERVE							
Male	478	2,516	1,309	1,197	2	64	5,566
Female	6	41	22	8	0	3	80
Total	484	2,557	1,331	1,205	2	67	5,646
AIR NATIONAL GUARD							
Male	170	911	398	357	0	34	1,870
Female	26	247	146	138	0	6	563
Total	196	1,158	544	495	0	40	2,433
AIR FORCE RESERVE							
Male	43	303	161	111	0	7	625
Female	8	103	88	66	0	1	266
Total	51	406	249	177	0	8	891
TOTAL DoD							
Male	2,382	14,969	10,200	13,189	891	3,486	45,117
Female	287	3,103	2,706	3,752	76	692	10,616
Total	2,669	18,072	12,906	16,941	967	4,178	55,733
1980, 18-23 YR OLD CIVILIANS							
Male	1,286,646	3,785,416	1,853,499	2,056,399	2,628,481	1,280,715	12,891,156
Female	731,527	3,370,373	2,032,982	2,589,632	2,716,012	1,077,339	12,517,865
Total	2,018,173	7,155,789	3,886,481	4,646,031	5,344,493	2,358,054	25,409,021
Source: Civilian data from Profile of American Youth (Washington, DC: Office of the Assistant Secretary of Defense IMannover, Reserve Affairs, and Logistics), 1982).							

Source: Civilian data from Profile of American Youth (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).

Table C-5 (Continued). FY 1994 NPS Selected Reserve Enlisted Accessions by AFQT Category, Component, and Gender with Civilian Comparison Group

h. Percent

GENDER	AFQT CATEGORY					
	I	II	IIIA	IIIB	IV	Other/Unk. TOTAL
ARMY NATIONAL GUARD						
Male	4.13%	28.91%	21.67%	40.13%	2.45%	2.72% 100.00%
Female	2.40%	28.17%	23.51%	43.63%	0.76%	1.53% 100.00%
Total	3.87%	28.80%	21.94%	40.64%	2.21%	2.55% 100.00%
ARMY RESERVE						
Male	6.25%	38.86%	28.53%	23.65%	2.67%	0.04% 100.00%
Female	2.94%	30.71%	29.12%	36.35%	0.87%	0.02% 100.00%
Total	5.29%	36.48%	28.70%	27.35%	2.15%	0.03% 100.00%
NAVAL RESERVE						
Male	0.50%	4.76%	3.13%	3.62%	0.96%	87.04% 100.00%
Female	0.39%	7.22%	5.77%	4.07%	0.26%	82.28% 100.00%
Total	0.48%	5.23%	3.63%	3.71%	0.83%	86.13% 100.00%
MARINE CORPS RESERVE						
Male	8.59%	45.20%	23.52%	21.51%	0.04%	1.15% 100.00%
Female	7.50%	51.25%	27.50%	10.00%	0.00%	3.75% 100.00%
Total	8.57%	45.29%	23.57%	21.34%	0.04%	1.19% 100.00%
AIR NATIONAL GUARD						
Male	9.09%	48.72%	21.28%	19.09%	0.00%	1.82% 100.00%
Female	4.62%	43.87%	25.93%	24.51%	0.00%	1.07% 100.00%
Total	8.06%	47.60%	22.36%	20.35%	0.00%	1.64% 100.00%
AIR FORCE RESERVE						
Male	6.88%	48.48%	25.76%	17.76%	0.00%	1.12% 100.00%
Female	3.01%	38.72%	33.08%	24.81%	0.00%	0.38% 100.00%
Total	5.72%	45.57%	27.95%	19.87%	0.00%	0.90% 100.00%
TOTAL DoD						
Male	5.28%	33.18%	22.61%	29.23%	1.97%	7.73% 100.00%
Female	2.70%	29.23%	25.49%	35.34%	0.72%	6.52% 100.00%
Total	4.79%	32.43%	23.16%	30.40%	1.74%	7.50% 100.00%
1980, 18-23 YR OLD CIVILIANS						
Male	9.98%	29.36%	14.38%	15.95%	20.39%	9.93% 100.00%
Female	5.84%	26.92%	16.24%	20.69%	21.70%	8.61% 100.00%
Total	7.94%	28.16%	15.30%	18.28%	21.03%	9.28% 100.00%

Rows may not add to totals due to rounding.

Source: Civilian data from Profile of American Youth (Washington, DC: Office of the Assistant Secretary of Defense [Manpower, Reserve Affairs, and Logistics], 1982).

Table C-6. FY 1994 NPS Selected Reserve Enlisted Accessions by AFQT Category, Component, and Race/Ethnicity

a. Number	RACE/ETHNICITY	AFQT CATEGORY						
		I	II	IIIA	IIIB	IV	Other/Unk.	TOTAL
ARMY NATIONAL GUARD								
	White	875	6,128	4,131	6,246	155	285	17,820
	Black	23	472	721	2,438	33	67	3,754
	Hispanic	10	192	305	839	308	213	1,867
	Other	30	182	155	319	38	52	776
	TOTAL	938	6,974	5,312	9,842	534	617	24,217
ARMY RESERVE								
	White	715	4,350	2,885	1,802	157	4	9,913
	Black	40	788	1,132	1,548	116	1	3,625
	Hispanic	23	285	355	441	43	0	1,147
	Other	203	1,345	953	1,283	82	1	3,867
	TOTAL	981	6,768	5,325	5,074	398	6	18,552
NAVAL RESERVE								
	White	17	170	91	83	15	2,512	2,888
	Black	0	21	31	47	12	433	544
	Hispanic	1	17	11	9	3	309	350
	Other	1	1	12	9	3	186	212
	TOTAL	19	209	145	148	33	3,440	3,994
MARINE CORPS RESERVE								
	White	430	1,983	858	683	2	53	4,009
	Black	8	195	174	205	0	9	591
	Hispanic	20	238	222	236	0	3	719
	Other	26	141	77	81	0	2	327
	TOTAL	484	2,557	1,331	1,205	2	67	5,646
AIR NATIONAL GUARD								
	White	174	979	404	338	0	34	1,929
	Black	2	71	67	84	0	4	228
	Hispanic	7	47	34	44	0	2	134
	Other	13	61	39	29	0	0	142
	TOTAL	196	1,158	544	495	0	40	2,433
AIR FORCE RESERVE								
	White	48	314	138	85	0	7	592
	Black	3	58	81	73	0	1	216
	Hispanic	0	13	13	6	0	0	32
	Other	0	21	17	13	0	0	51
	TOTAL	51	406	249	177	0	8	891
TOTAL DoD								
	White	2,259	13,924	8,507	9,237	329	2,895	37,151
	Black	76	1,605	2,206	4,395	161	515	8,958
	Hispanic	61	792	940	1,575	354	527	4,249
	Other	273	1,751	1,253	1,734	123	241	5,375
	TOTAL	2,669	18,072	12,906	16,941	967	4,178	55,733

Table C-7. FY 1994 NPS Selected Reserve Enlisted Accessions by Education, Component, and Gender with Civilian Comparison Group

GENDER	EDUCATIONAL TIER						TOTAL	
	TIER 1*		TIER 2		TIER 3		#	%
	#	%	#	%	#	%		
ARMY NATIONAL GUARD								
Male	17,206	83.21%	3,248	15.71%	224	1.08%	20,678	100.00%
Female	3,138	88.67%	375	10.60%	26	0.73%	3,539	100.00%
Total	20,344	84.01%	3,623	14.96%	250	1.03%	24,217	100.00%
ARMY RESERVE								
Male	12,470	94.86%	379	2.88%	297	2.26%	13,146	100.00%
Female	5,273	97.54%	88	1.63%	45	0.83%	5,406	100.00%
Total	17,743	95.64%	467	2.52%	342	1.84%	18,552	100.00%
NAVAL RESERVE								
Male	3,003	92.91%	180	5.57%	49	1.52%	3,232	100.00%
Female	730	95.80%	30	3.94%	2	0.26%	762	100.00%
Total	3,733	93.47%	210	5.26%	51	1.28%	3,994	100.00%
MARINE CORPS RESERVE								
Male	5,404	97.09%	158	2.84%	4	0.07%	5,566	100.00%
Female	80	100.00%	0	0.00%	0	0.00%	80	100.00%
Total	5,484	97.13%	158	2.80%	4	0.07%	5,646	100.00%
AIR NATIONAL GUARD								
Male	1,730	92.51%	109	5.83%	31	1.66%	1,870	100.00%
Female	515	91.47%	36	6.39%	12	2.13%	563	100.00%
Total	2,245	92.27%	145	5.96%	43	1.77%	2,433	100.00%
AIR FORCE RESERVE								
Male	610	97.60%	7	1.12%	8	1.28%	625	100.00%
Female	262	98.50%	4	1.50%	0	0.00%	266	100.00%
Total	872	97.87%	11	1.23%	8	0.90%	891	100.00%
TOTAL DoD								
Male	40,423	89.60%	4,081	9.05%	613	1.36%	45,117	100.00%
Female	9,998	94.18%	533	5.02%	85	0.80%	10,616	100.00%
Total	50,421	90.47%	4,614	8.28%	698	1.25%	55,733	100.00%
18-24 YR OLD CIVILIANS								
Male	9,655,995	77.91%	**	**	2,737,551	22.09%	12,393,546	100.00%
Female	10,373,324	82.21%	**	**	2,244,784	17.79%	12,618,108	100.00%
Total	20,029,319	80.08%	**	**	4,982,335	19.92%	25,011,654	100.00%
* Includes accessions currently attending high school. The following numbers of accessions are included in this category: ARNG, 10,791; USAR, 7,538; USNR, 190; USMCR, 9; ANG, 309.								
** Civilian numbers and percentages combine Tier 1 and Tier 2.								
Rows may not add to totals due to rounding.								
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993-September 1994.								

* Includes accessions currently attending high school. The following numbers of accessions are included in this category: ARNG, 10,791;

USAR, 7,538; USNR, 190; USMCR, 9; ANG, 309.

** Civilian numbers and percentages combine Tier 1 and Tier 2.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993-September 1994.

Table C-8. FY 1994 NPS Selected Reserve Enlisted Accessions by Education, Component, and Race/Ethnicity

RACE/ETHNICITY	EDUCATIONAL TIER						TOTAL	
	TIER 1*		TIER 2		TIER 3			
	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD								
White	14,865	83.42%	2,765	15.52%	190	1.07%	17,820	100.00%
Black	3,234	86.15%	496	13.21%	24	0.64%	3,754	100.00%
Hispanic	1,571	84.15%	272	14.57%	24	1.29%	1,867	100.00%
Other	674	86.86%	90	11.60%	12	1.55%	776	100.00%
TOTAL	20,344	84.01%	3,623	14.96%	250	1.03%	24,217	100.00%
ARMY RESERVE								
White	9,265	93.46%	376	3.79%	272	2.74%	9,913	100.00%
Black	3,531	97.41%	57	1.57%	37	1.02%	3,625	100.00%
Hispanic	1,109	96.69%	24	2.09%	14	1.22%	1,147	100.00%
Other	3,838	99.25%	10	0.26%	19	0.49%	3,867	100.00%
TOTAL	17,743	95.64%	467	2.52%	342	1.84%	18,552	100.00%
NAVAL RESERVE								
White	2,690	93.14%	157	5.44%	41	1.42%	2,888	100.00%
Black	512	94.12%	26	4.78%	6	1.10%	544	100.00%
Hispanic	325	92.86%	21	6.00%	4	1.14%	350	100.00%
Other	206	97.17%	6	2.83%	0	0.00%	212	100.00%
TOTAL	3,733	93.47%	210	5.26%	51	1.28%	3,994	100.00%
MARINE CORPS RESERVE								
White	3,891	97.06%	116	2.89%	2	0.05%	4,009	100.00%
Black	576	97.46%	15	2.54%	0	0.00%	591	100.00%
Hispanic	697	96.94%	20	2.78%	2	0.28%	719	100.00%
Other	320	97.86%	7	2.14%	0	0.00%	327	100.00%
TOTAL	5,484	97.13%	158	2.80%	4	0.07%	5,646	100.00%
AIR NATIONAL GUARD								
White	1,767	91.60%	123	6.38%	39	2.02%	1,929	100.00%
Black	216	94.74%	12	5.26%	0	0.00%	228	100.00%
Hispanic	126	94.03%	6	4.48%	2	1.49%	134	100.00%
Other	136	95.77%	4	2.82%	2	1.41%	142	100.00%
TOTAL	2,245	92.27%	145	5.96%	43	1.77%	2,433	100.00%
AIR FORCE RESERVE								
White	580	97.97%	5	0.84%	7	1.18%	592	100.00%
Black	211	97.69%	4	1.85%	1	0.46%	216	100.00%
Hispanic	31	96.88%	1	3.13%	0	0.00%	32	100.00%
Other	50	98.04%	1	1.96%	0	0.00%	51	100.00%
TOTAL	872	97.87%	11	1.23%	8	0.90%	891	100.00%
TOTAL DoD								
White	33,058	88.98%	3,542	9.53%	551	1.48%	37,151	100.00%
Black	8,280	92.43%	610	6.81%	68	0.76%	8,958	100.00%
Hispanic	3,859	90.82%	344	8.10%	46	1.08%	4,249	100.00%
Other	5,224	97.19%	118	2.20%	33	0.61%	5,375	100.00%
TOTAL	50,421	90.47%	4,614	8.28%	698	1.25%	55,733	100.00%

* Includes accessions currently attending high school. The following numbers of accessions are included in this category: ARNG, 10,791; USAP, 7,538; USNR, 100; USMCR, 9; ANG, 309. Rows may not add to totals due to rounding.

* Includes accessions currently attending high school. The following numbers of accessions are included in this category: ARNG, 10,791; USAR, 7,538; USNR, 190; USMCR, 9; ANG, 309. Rows may not add to totals due to rounding.

Table C-9. FY 1994 Prior Service Selected Reserve Enlisted Accessions by Age, Component, and Gender with Civilian Comparison Group

a. Number

GENDER	AGE GROUP								TOTAL	
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+		Unknown
ARMY NATIONAL GUARD										
Male	884	12,047	9,872	5,731	2,667	1,316	724	299	171	33,711
Female	115	1,155	924	586	259	104	26	15	10	3,194
Total	999	13,202	10,796	6,317	2,926	1,420	750	314	181	36,905
ARMY RESERVE										
Male	232	9,462	7,647	3,674	1,683	826	565	322	390	24,801
Female	119	2,140	1,671	935	476	207	64	33	125	5,770
Total	351	11,602	9,318	4,609	2,159	1,033	629	355	515	30,571
NAVAL RESERVE										
Male	266	5,277	3,745	1,767	845	394	221	97	237	12,849
Female	146	778	661	340	179	74	22	23	44	2,267
Total	412	6,055	4,406	2,107	1,024	468	243	120	281	15,116
MARINE CORPS RESERVE										
Male	16	1,142	933	270	86	40	31	3	8	2,529
Female	0	91	72	27	9	1	0	0	0	200
Total	16	1,233	1,005	297	95	41	31	3	8	2,729
AIR NATIONAL GUARD										
Male	36	1,204	1,409	1,028	400	191	100	44	4	4,416
Female	8	237	306	204	98	27	5	0	1	886
Total	44	1,441	1,715	1,232	498	218	105	44	5	5,302
AIR FORCE RESERVE										
Male	16	1,614	2,072	1,552	575	217	136	60	11	6,253
Female	6	458	564	361	151	51	19	7	2	1,619
Total	22	2,072	2,636	1,913	726	268	155	67	13	7,872
TOTAL DoD										
Male	1,450	30,746	25,678	14,022	6,256	2,984	1,777	825	821	84,559
Female	394	4,859	4,198	2,453	1,172	464	136	78	182	13,936
Total	1,844	35,605	29,876	16,475	7,428	3,448	1,913	903	1,003	98,495
CIVILIAN LABOR FORCE, 20-39 YRS OLD										
Male	0	7,409,584	8,711,551	10,171,542	9,980,586	0	0	0	0	36,273,263
Female	0	6,551,232	7,283,423	8,193,612	8,378,394	0	0	0	0	30,406,661
Total	0	13,960,816	15,994,974	18,365,154	18,358,980	0	0	0	0	66,679,924

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993-September 1994

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993-September 1994.

Table C-9 (Continued). FY 1994 Prior Service Selected Reserve Enlisted Accessions by Age, Component, and Gender with Civilian Comparison Group

b. Percent	GENDER	AGE GROUP								TOTAL	
		17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+		Unknown
ARMY NATIONAL GUARD											
	Male	2.62%	35.74%	29.28%	17.00%	7.91%	3.90%	2.15%	0.89%	0.51%	100.00%
	Female	3.60%	36.16%	28.93%	18.35%	8.11%	3.26%	0.81%	0.47%	0.31%	100.00%
	Total	2.71%	35.77%	29.25%	17.12%	7.93%	3.85%	2.03%	0.85%	0.49%	100.00%
ARMY RESERVE											
	Male	0.94%	38.15%	30.83%	14.81%	6.79%	3.33%	2.28%	1.30%	1.57%	100.00%
	Female	2.06%	37.09%	28.96%	16.20%	8.25%	3.59%	1.11%	0.57%	2.17%	100.00%
	Total	1.15%	37.95%	30.48%	15.08%	7.06%	3.38%	2.06%	1.16%	1.68%	100.00%
NAVAL RESERVE											
	Male	2.07%	41.07%	29.15%	13.75%	6.58%	3.07%	1.72%	0.75%	1.84%	100.00%
	Female	6.44%	34.32%	29.16%	15.00%	7.90%	3.26%	0.97%	1.01%	1.94%	100.00%
	Total	2.73%	40.06%	29.15%	13.94%	6.77%	3.10%	1.61%	0.79%	1.86%	100.00%
MARINE CORPS RESERVE											
	Male	0.63%	45.16%	36.89%	10.68%	3.40%	1.58%	1.23%	0.12%	0.32%	100.00%
	Female	0.00%	45.50%	36.00%	13.50%	4.50%	0.50%	0.00%	0.00%	0.00%	100.00%
	Total	0.59%	45.18%	36.83%	10.88%	3.48%	1.50%	1.14%	0.11%	0.29%	100.00%
AIR NATIONAL GUARD											
	Male	0.82%	27.26%	31.91%	23.28%	9.06%	4.33%	2.26%	1.00%	0.09%	100.00%
	Female	0.90%	26.75%	34.54%	23.02%	11.06%	3.05%	0.56%	0.00%	0.11%	100.00%
	Total	0.83%	27.18%	32.35%	23.24%	9.39%	4.11%	1.98%	0.83%	0.09%	100.00%
AIR FORCE RESERVE											
	Male	0.26%	25.81%	33.14%	24.82%	9.20%	3.47%	2.17%	0.96%	0.18%	100.00%
	Female	0.37%	28.29%	34.84%	22.30%	9.33%	3.15%	1.17%	0.43%	0.12%	100.00%
	Total	0.28%	26.32%	33.49%	24.30%	9.22%	3.40%	1.97%	0.85%	0.17%	100.00%
TOTAL DoD											
	Male	1.71%	36.36%	30.37%	16.58%	7.40%	3.53%	2.10%	0.98%	0.97%	100.00%
	Female	2.83%	34.87%	30.12%	17.60%	8.41%	3.33%	0.98%	0.56%	1.31%	100.00%
	Total	1.87%	36.15%	30.33%	16.73%	7.54%	3.50%	1.94%	0.92%	1.02%	100.00%
CIVILIAN LABOR FORCE, 20-39 YRS OLD											
	Male	0.00%	20.43%	24.02%	28.04%	27.51%	0.00%	0.00%	0.00%	0.00%	100.00%
	Female	0.00%	21.55%	23.95%	26.95%	27.55%	0.00%	0.00%	0.00%	0.00%	100.00%
	Total	0.00%	20.94%	23.99%	27.54%	27.53%	0.00%	0.00%	0.00%	0.00%	100.00%

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993-September 1994.

Table C-10. FY 1994 Prior Service Selected Reserve Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

AGE	MILITARY										MARRIED CIVILIANS		
	MARRIED			UNMARRIED			TOTAL DoD			PERCENT MARRIED		IN LABOR FORCE	
	Males	Females	Total	Males	Females	Total	Males	Females	Total	Males	Females	Total	
17	9	2	11	132	45	177	141	47	188	6.38%	4.26%	5.85%	0
18	16	4	20	375	120	495	391	124	515	4.09%	3.23%	3.88%	0
19	47	22	69	871	201	1,072	918	223	1,141	5.12%	9.87%	6.05%	0
20	195	83	278	2,319	333	2,652	2,514	416	2,930	7.76%	19.95%	9.49%	262,546
21	547	153	700	4,120	587	4,707	4,667	740	5,407	11.72%	20.68%	12.95%	399,037
22	1,500	304	1,804	5,787	799	6,586	7,287	1,103	8,390	20.58%	27.56%	21.50%	605,750
23	2,266	420	2,686	6,144	924	7,068	8,410	1,344	9,754	26.94%	31.25%	27.54%	841,031
24	2,450	434	2,884	5,418	822	6,240	7,868	1,256	9,124	31.14%	34.55%	31.61%	1,071,165
25	2,672	423	3,095	4,272	645	4,917	6,944	1,068	8,012	38.48%	39.61%	38.63%	1,211,176
26	2,496	390	2,886	3,282	561	3,843	5,778	951	6,729	43.20%	41.01%	42.89%	1,415,582
27	2,259	346	2,605	2,431	469	2,900	4,690	815	5,505	48.17%	42.45%	47.32%	1,546,832
28	2,297	326	2,623	2,022	343	2,365	4,319	669	4,988	53.18%	48.73%	52.59%	1,761,471
29	2,261	306	2,567	1,686	389	2,075	3,947	695	4,642	57.28%	44.03%	55.30%	2,019,541
30	2,144	274	2,418	1,536	361	1,897	3,680	635	4,315	58.26%	43.15%	56.04%	2,110,814
31	1,924	272	2,196	1,199	293	1,492	3,123	565	3,688	61.61%	48.14%	59.54%	2,300,695
32	1,764	243	2,007	1,006	241	1,247	2,770	484	3,254	63.68%	50.21%	61.68%	2,362,325
33	1,482	200	1,682	878	209	1,087	2,360	409	2,769	62.80%	48.90%	60.74%	2,443,080
34	1,357	167	1,524	732	193	925	2,089	360	2,449	64.96%	46.39%	62.23%	2,510,672
35	1,097	161	1,258	584	168	752	1,681	329	2,010	65.26%	48.94%	62.59%	2,535,507
36	917	136	1,053	490	132	622	1,407	268	1,675	65.17%	50.75%	62.87%	2,589,505
37	839	112	951	410	110	520	1,249	222	1,471	67.17%	50.45%	64.65%	2,633,395
38	729	94	823	313	96	409	1,042	190	1,232	69.96%	49.47%	66.80%	2,533,840
39	634	85	719	243	78	321	877	163	1,040	72.29%	52.15%	69.13%	0
40	527	68	595	224	47	271	751	115	866	70.17%	59.13%	68.71%	0
41	446	41	487	176	60	236	622	101	723	71.70%	40.59%	67.36%	0
42	393	47	440	170	56	226	563	103	666	69.80%	45.63%	66.07%	0
43	378	30	408	137	50	187	515	80	595	73.40%	37.50%	68.57%	0
44	380	35	415	153	30	183	533	65	598	71.29%	53.85%	69.40%	0
45+	1,938	89	2,027	664	125	789	2,602	214	2,816	74.48%	41.59%	71.98%	0
Unknown	267	32	299	554	150	704	821	182	1,003	32.52%	17.58%	29.81%	0
TOTAL	36,231	5,299	41,530	48,328	8,637	56,965	84,559	13,936	98,495	42.85%	38.02%	42.16%	33,153,964

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993-September 1994.

Table C-10 (Continued). FY 1994 Prior Service Selected Reserve Enlisted Accessions by Age, Marital Status, and Gender with Civilian Comparison Group

b. Percent

AGE	MILITARY										MARRIED CIVILIANS	
	MARRIED			UNMARRIED				TOTAL DoD			Total	IN LABOR FORCE
	Males	Females	Total	Males	Females	Total	Females	Males	Females	Total		
17	0.02%	0.04%	0.03%	0.27%	0.52%	0.31%	0.17%	0.34%	0.19%	0.00%	0.19%	0.00%
18	0.04%	0.08%	0.05%	0.78%	1.39%	0.87%	0.46%	0.89%	0.52%	0.00%	0.52%	0.00%
19	0.13%	0.42%	0.17%	1.80%	2.33%	1.88%	1.09%	1.60%	1.16%	0.00%	1.16%	0.00%
20	0.54%	1.57%	0.67%	4.80%	3.86%	4.66%	2.97%	2.99%	2.97%	0.79%	2.97%	0.79%
21	1.51%	2.89%	1.69%	8.53%	6.80%	8.26%	5.52%	5.31%	5.49%	1.20%	5.49%	1.20%
22	4.14%	5.74%	4.34%	11.97%	9.25%	11.56%	8.62%	7.91%	8.52%	1.83%	8.52%	1.83%
23	6.25%	7.93%	6.47%	12.71%	10.70%	12.41%	9.95%	9.64%	9.90%	2.54%	9.90%	2.54%
24	6.76%	8.19%	6.94%	11.21%	9.52%	10.95%	9.30%	9.01%	9.26%	3.23%	9.26%	3.23%
25	7.37%	7.98%	7.45%	8.84%	7.47%	8.63%	8.21%	7.66%	8.13%	3.65%	8.13%	3.65%
26	6.89%	7.36%	6.95%	6.79%	6.50%	6.75%	6.83%	6.82%	6.83%	4.27%	6.83%	4.27%
27	6.23%	6.53%	6.27%	5.03%	5.43%	5.09%	5.55%	5.85%	5.59%	4.67%	5.59%	4.67%
28	6.34%	6.15%	6.32%	4.18%	3.97%	4.15%	5.11%	4.80%	5.06%	5.31%	5.06%	5.31%
29	6.24%	5.77%	6.18%	3.49%	4.50%	3.64%	4.67%	4.99%	4.71%	6.09%	4.71%	6.09%
30	5.92%	5.17%	5.82%	3.18%	4.18%	3.33%	4.35%	4.56%	4.38%	6.37%	4.38%	6.37%
31	5.31%	5.13%	5.29%	2.48%	3.39%	2.62%	3.69%	4.05%	3.74%	6.94%	3.74%	6.94%
32	4.87%	4.59%	4.83%	2.08%	2.79%	2.19%	3.28%	3.47%	3.30%	7.13%	3.30%	7.13%
33	4.09%	3.77%	4.05%	1.82%	2.42%	1.91%	2.79%	2.93%	2.81%	7.37%	2.81%	7.37%
34	3.75%	3.15%	3.67%	1.51%	2.23%	1.62%	2.47%	2.58%	2.49%	7.57%	2.49%	7.57%
35	3.03%	3.04%	3.03%	1.21%	1.95%	1.32%	1.99%	2.36%	2.04%	7.65%	2.04%	7.65%
36	2.53%	2.57%	2.54%	1.01%	1.53%	1.09%	1.66%	1.92%	1.70%	7.81%	1.70%	7.81%
37	2.32%	2.11%	2.29%	0.85%	1.27%	0.91%	1.48%	1.59%	1.49%	7.94%	1.49%	7.94%
38	2.01%	1.77%	1.98%	0.65%	1.11%	0.72%	1.23%	1.36%	1.25%	7.64%	1.25%	7.64%
39	1.75%	1.60%	1.73%	0.50%	0.90%	0.56%	1.04%	1.17%	1.06%	0.00%	1.06%	0.00%
40	1.45%	1.28%	1.43%	0.46%	0.54%	0.48%	0.89%	0.83%	0.88%	0.00%	0.88%	0.00%
41	1.23%	0.77%	1.17%	0.36%	0.69%	0.41%	0.74%	0.72%	0.73%	0.00%	0.73%	0.00%
42	1.08%	0.89%	1.06%	0.35%	0.65%	0.40%	0.67%	0.74%	0.68%	0.00%	0.68%	0.00%
43	1.04%	0.57%	0.98%	0.28%	0.58%	0.33%	0.61%	0.57%	0.60%	0.00%	0.60%	0.00%
44	1.05%	0.66%	1.00%	0.32%	0.35%	0.32%	0.63%	0.47%	0.61%	0.00%	0.61%	0.00%
45+	5.35%	1.68%	4.88%	1.37%	1.45%	1.39%	3.08%	1.54%	2.86%	0.00%	2.86%	0.00%
Unknown	0.74%	0.60%	0.72%	1.15%	1.74%	1.24%	0.97%	1.31%	1.02%	0.00%	1.02%	0.00%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993-September 1994.

Table C-11. FY 1994 Prior Service Selected Reserve Enlisted Accessions by Race/Ethnicity, Component, and Gender with Civilian Comparison Group

GENDER	RACE/ETHNICITY								TOTAL	
	WHITE		BLACK		HISPANIC		OTHER			
	#	%	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD										
Male	24,823	73.63%	5,797	17.20%	1,939	5.75%	1,152	3.42%	33,711	100.00%
Female	1,873	58.64%	1,066	33.38%	138	4.32%	117	3.66%	3,194	100.00%
Total	26,696	72.34%	6,863	18.60%	2,077	5.63%	1,269	3.44%	36,905	100.00%
ARMY RESERVE										
Male	11,363	45.82%	4,866	19.62%	909	3.67%	7,663	30.90%	24,801	100.00%
Female	1,965	34.06%	1,951	33.81%	174	3.02%	1,680	29.12%	5,770	100.00%
Total	13,328	43.60%	6,817	22.30%	1,083	3.54%	9,343	30.56%	30,571	100.00%
NAVAL RESERVE										
Male	9,116	70.95%	1,821	14.17%	931	7.25%	981	7.63%	12,849	100.00%
Female	1,498	66.08%	473	20.86%	141	6.22%	155	6.84%	2,267	100.00%
Total	10,614	70.22%	2,294	15.18%	1,072	7.09%	1,136	7.52%	15,116	100.00%
MARINE CORPS RESERVE										
Male	1,707	67.50%	455	17.99%	251	9.92%	116	4.59%	2,529	100.00%
Female	115	57.50%	56	28.00%	21	10.50%	8	4.00%	200	100.00%
Total	1,822	66.76%	511	18.72%	272	9.97%	124	4.54%	2,729	100.00%
AIR NATIONAL GUARD										
Male	3,572	80.89%	444	10.05%	212	4.80%	188	4.26%	4,416	100.00%
Female	672	75.85%	158	17.83%	28	3.16%	28	3.16%	886	100.00%
Total	4,244	80.05%	602	11.35%	240	4.53%	216	4.07%	5,302	100.00%
AIR FORCE RESERVE										
Male	4,714	75.39%	1,063	17.00%	264	4.22%	212	3.39%	6,253	100.00%
Female	1,105	68.25%	411	25.39%	59	3.64%	44	2.72%	1,619	100.00%
Total	5,819	73.92%	1,474	18.72%	323	4.10%	256	3.25%	7,872	100.00%
TOTAL DoD										
Male	55,295	65.39%	14,446	17.08%	4,506	5.33%	10,312	12.20%	84,559	100.00%
Female	7,228	51.87%	4,115	29.53%	561	4.03%	2,032	14.58%	13,936	100.00%
Total	62,523	63.48%	18,561	18.84%	5,067	5.14%	12,344	12.53%	98,495	100.00%
20-39 YR OLD CIVILIAN LABOR FORCE										
Male	26,739,811	73.72%	3,924,836	10.82%	4,377,597	12.07%	1,231,019	3.39%	36,273,263	100.00%
Female	22,597,349	74.32%	4,084,247	13.43%	2,687,136	8.84%	1,037,929	3.41%	30,406,661	100.00%
Total	49,337,160	73.99%	8,009,083	12.01%	7,064,733	10.59%	2,268,948	3.40%	66,679,924	100.00%
Rows may not add to totals due to rounding.										
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993-September 1994.										

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993-September 1994.

Table C-12. FY 1994 Prior Service Selected Reserve Enlisted Accessions by Ethnicity and Component

ETHNICITY	COMPONENT																TOTAL DoD	
	ARNG		USAR		USNR		USMCR		ANG		USAFR		TOTAL DoD					
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
MEXICAN	557	1.51%	388	1.27%	458	3.03%	178	6.52%	92	1.74%	161	2.05%	1,834	1.86%				
PUERTO RICAN	648	1.76%	352	1.15%	156	1.03%	31	1.14%	70	1.32%	66	0.84%	1,323	1.34%				
CUBAN	19	0.05%	16	0.05%	5	0.03%	9	0.33%	2	0.04%	11	0.14%	62	0.06%				
LATIN AMER.	121	0.33%	81	0.26%	46	0.30%	12	0.44%	8	0.15%	3	0.04%	271	0.28%				
OTHER HISP.	732	1.98%	246	0.80%	407	2.69%	42	1.54%	68	1.28%	82	1.04%	1,577	1.60%				
ALEUTIAN	0	0.00%	0	0.00%	0	0.00%	1	0.04%	1	0.02%	0	0.00%	2	0.00%				
ESKIMO	45	0.12%	0	0.00%	1	0.01%	0	0.00%	1	0.02%	0	0.00%	47	0.05%				
N. AMER. INDIAN	164	0.44%	94	0.31%	88	0.58%	12	0.44%	38	0.72%	36	0.46%	432	0.44%				
CHINESE	27	0.07%	22	0.07%	24	0.16%	4	0.15%	3	0.06%	7	0.09%	87	0.09%				
JAPANESE	35	0.09%	14	0.05%	9	0.06%	1	0.04%	10	0.19%	10	0.13%	79	0.08%				
KOREAN	42	0.11%	39	0.13%	15	0.10%	4	0.15%	7	0.13%	11	0.14%	118	0.12%				
INDIAN	14	0.04%	12	0.04%	17	0.11%	1	0.04%	2	0.04%	0	0.00%	46	0.05%				
FILIPINO	187	0.51%	123	0.40%	219	1.45%	19	0.70%	56	1.06%	95	1.21%	699	0.71%				
VIETNAMESE	32	0.09%	28	0.09%	21	0.14%	6	0.22%	7	0.13%	3	0.04%	97	0.10%				
OTHER ASIAN	73	0.20%	60	0.20%	33	0.22%	3	0.11%	25	0.47%	30	0.38%	224	0.23%				
MELANESIAN	11	0.03%	5	0.02%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	16	0.02%				
MICRONESIAN	6	0.02%	15	0.05%	5	0.03%	2	0.07%	0	0.00%	2	0.03%	30	0.03%				
POLYNESIAN	22	0.06%	21	0.07%	8	0.05%	0	0.00%	7	0.13%	0	0.00%	58	0.06%				
GUAMANIAN	40	0.11%	0	0.00%	0	0.00%	0	0.00%	5	0.09%	1	0.01%	46	0.05%				
OTHER PACIFIC	34	0.09%	24	0.08%	6	0.04%	2	0.07%	2	0.04%	0	0.00%	68	0.07%				
OTHER/NONE *	34,096	92.39%	20,402	66.74%	215	1.42%	26	0.95%	188	3.55%	257	3.26%	55,184	56.03%				
UNKNOWN	0	0.00%	8,629	28.23%	13,383	88.54%	2,376	87.06%	4,710	88.83%	7,097	90.15%	36,195	36.75%				
TOTAL	36,905	100.00%	30,571	100.00%	15,116	100.00%	2,729	100.00%	5,302	100.00%	7,872	100.00%	98,495	100.00%				

* "Other/None" includes Whites and Blacks who claim no other ethnic category.

Columns may not add to totals due to rounding.

* "Other/None" includes Whites and Blacks who claim no other ethnic category.

Columns may not add to totals due to rounding.

Table C-13. FY 1994 Prior Service Selected Reserve Enlisted Accessions by Education, Component, and Gender with Civilian Comparison Group

GENDER	EDUCATIONAL TIER						TOTAL	
	TIER 1		TIER 2		TIER 3			
	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD								
Male	29,645	87.94%	3,060	9.08%	1,006	2.98%	33,711	100.00%
Female	3,019	94.52%	139	4.35%	36	1.13%	3,194	100.00%
Total	32,664	88.51%	3,199	8.67%	1,042	2.82%	36,905	100.00%
ARMY RESERVE								
Male	23,073	93.03%	1,068	4.31%	660	2.66%	24,801	100.00%
Female	5,615	97.31%	83	1.44%	72	1.25%	5,770	100.00%
Total	28,688	93.84%	1,151	3.77%	732	2.39%	30,571	100.00%
NAVAL RESERVE								
Male	12,366	96.24%	270	2.10%	213	1.66%	12,849	100.00%
Female	2,227	98.24%	37	1.63%	3	0.13%	2,267	100.00%
Total	14,593	96.54%	307	2.03%	216	1.43%	15,116	100.00%
MARINE CORPS RESERVE								
Male	2,372	93.79%	141	5.58%	16	0.63%	2,529	100.00%
Female	199	99.50%	1	0.50%	0	0.00%	200	100.00%
Total	2,571	94.21%	142	5.20%	16	0.59%	2,729	100.00%
AIR NATIONAL GUARD								
Male	4,322	97.87%	93	2.11%	1	0.02%	4,416	100.00%
Female	875	98.76%	10	1.13%	1	0.11%	886	100.00%
Total	5,197	98.02%	103	1.94%	2	0.04%	5,302	100.00%
AIR FORCE RESERVE								
Male	6,173	98.72%	75	1.20%	5	0.08%	6,253	100.00%
Female	1,607	99.26%	11	0.68%	1	0.06%	1,619	100.00%
Total	7,780	98.83%	86	1.09%	6	0.08%	7,872	100.00%
TOTAL DoD								
Male	77,951	92.19%	4,707	5.57%	1,901	2.25%	84,559	100.00%
Female	13,542	97.17%	281	2.02%	113	0.81%	13,936	100.00%
Total	91,493	92.89%	4,988	5.06%	2,014	2.04%	98,495	100.00%
20-39 YR OLD CIVILIAN LABOR FORCE								
Male	31,719,008	87.44%	*	*	4,554,255	12.56%	36,273,263	100.00%
Female	28,072,956	92.33%	*	*	2,333,705	7.67%	30,406,661	100.00%
Total	59,791,964	89.67%	*	*	6,887,960	10.33%	66,679,924	100.00%
* Civilian numbers and percentages combine tiers 1 and 2.								
Rows may not add to totals due to rounding.								
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993-September 1994.								

* Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993-September 1994.

Table C-14. FY 1994 Prior Service Selected Reserve Enlisted Accessions by Education, Component, and Race/Ethnicity

RACE/ETHNICITY	EDUCATIONAL TIER						TOTAL	
	TIER 1		TIER 2		TIER 3			
	#	%	#	%	#	%	#	%
ARMY NATIONAL GUARD								
White	23,392	87.62%	2,509	9.40%	795	2.98%	26,696	100.00%
Black	6,282	91.53%	418	6.09%	163	2.38%	6,863	100.00%
Hispanic	1,818	87.53%	210	10.11%	49	2.36%	2,077	100.00%
Other	1,172	92.36%	62	4.89%	35	2.76%	1,269	100.00%
Total	32,664	88.51%	3,199	8.67%	1,042	2.82%	36,905	100.00%
ARMY RESERVE								
White	12,128	91.00%	761	5.71%	439	3.29%	13,328	100.00%
Black	6,326	92.80%	281	4.12%	210	3.08%	6,817	100.00%
Hispanic	965	89.10%	69	6.37%	49	4.52%	1,083	100.00%
Other	9,269	99.21%	40	0.43%	34	0.36%	9,343	100.00%
Total	28,688	93.84%	1,151	3.77%	732	2.39%	30,571	100.00%
NAVAL RESERVE								
White	10,217	96.26%	243	2.29%	154	1.45%	10,614	100.00%
Black	2,245	97.86%	25	1.09%	24	1.05%	2,294	100.00%
Hispanic	1,021	95.24%	24	2.24%	27	2.52%	1,072	100.00%
Other	1,110	97.71%	15	1.32%	11	0.97%	1,136	100.00%
Total	14,593	96.54%	307	2.03%	216	1.43%	15,116	100.00%
MARINE CORPS RESERVE								
White	1,711	93.91%	100	5.49%	11	0.60%	1,822	100.00%
Black	481	94.13%	25	4.89%	5	0.98%	511	100.00%
Hispanic	263	96.69%	9	3.31%	0	0.00%	272	100.00%
Other	116	93.55%	8	6.45%	0	0.00%	124	100.00%
Total	2,571	94.21%	142	5.20%	16	0.59%	2,729	100.00%
AIR NATIONAL GUARD								
White	4,155	97.90%	87	2.05%	2	0.05%	4,244	100.00%
Black	599	99.50%	3	0.50%	0	0.00%	602	100.00%
Hispanic	232	96.67%	8	3.33%	0	0.00%	240	100.00%
Other	211	97.69%	5	2.31%	0	0.00%	216	100.00%
Total	5,197	98.02%	103	1.94%	2	0.04%	5,302	100.00%
AIR FORCE RESERVE								
White	5,748	98.78%	66	1.13%	5	0.09%	5,819	100.00%
Black	1,460	99.05%	13	0.88%	1	0.07%	1,474	100.00%
Hispanic	321	99.38%	2	0.62%	0	0.00%	323	100.00%
Other	251	98.05%	5	1.95%	0	0.00%	256	100.00%
Total	7,780	98.83%	86	1.09%	6	0.08%	7,872	100.00%
TOTAL DoD								
White	57,351	91.73%	3,766	6.02%	1,406	2.25%	62,523	100.00%
Black	17,393	93.71%	765	4.12%	403	2.17%	18,561	100.00%
Hispanic	4,620	91.18%	322	6.35%	125	2.47%	5,067	100.00%
Other	12,129	98.26%	135	1.09%	80	0.65%	12,344	100.00%
Total	91,493	92.89%	4,988	5.06%	2,014	2.04%	98,495	100.00%
Rows may not add to totals due to rounding.								

Rows may not add to totals due to rounding.

Table C-15. FY 1994 Selected Reserve Enlisted Members by Age, Component, and Gender with Civilian Comparison Group

a. Number

GENDER	AGE GROUP									TOTAL
	17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+	Unknown	
ARMY NATIONAL GUARD										
Male	22,445	78,921	64,595	48,429	34,532	28,399	27,570	18,492	28	323,411
Female	3,264	8,162	5,724	4,808	3,259	1,637	749	376	0	27,979
Total	25,709	87,083	70,319	53,237	37,791	30,036	28,319	18,868	28	351,390
ARMY RESERVE										
Male	14,929	39,738	31,218	22,434	17,096	13,662	14,253	8,604	361	162,295
Female	5,065	13,377	8,950	6,916	4,737	3,018	1,529	829	133	44,554
Total	19,994	53,115	40,168	29,350	21,833	16,680	15,782	9,433	494	206,849
NAVAL RESERVE										
Male	1,099	12,943	15,370	13,545	11,409	8,274	5,492	3,222	176	71,530
Female	334	2,362	3,464	3,406	2,481	1,459	661	570	33	14,770
Total	1,433	15,305	18,834	16,951	13,890	9,733	6,153	3,792	209	86,300
MARINE CORPS RESERVE										
Male	4,277	19,499	7,056	2,506	1,119	529	454	156	13	35,609
Female	52	413	347	250	130	47	11	0	1	1,251
Total	4,329	19,912	7,403	2,756	1,249	576	465	156	14	36,860
AIR NATIONAL GUARD										
Male	1,304	10,398	15,207	16,298	11,120	10,994	11,674	8,641	0	85,636
Female	385	2,368	3,324	3,072	2,568	1,492	622	244	0	14,075
Total	1,689	12,766	18,531	19,370	13,688	12,486	12,296	8,885	0	99,711
AIR FORCE RESERVE										
Male	295	4,647	9,518	11,413	7,981	6,440	6,633	4,592	0	51,519
Female	124	1,469	2,774	2,927	2,318	1,391	615	274	0	11,892
Total	419	6,116	12,292	14,340	10,299	7,831	7,248	4,866	0	63,411
TOTAL DoD										
Male	44,349	166,146	142,964	114,625	83,257	68,298	66,076	43,707	578	730,000
Female	9,224	28,151	24,583	21,379	15,493	9,044	4,187	2,293	167	114,521
Total	53,573	194,297	167,547	136,004	98,750	77,342	70,263	46,000	745	844,521
CIVILIAN LABOR FORCE, 17 YR OLD AND OLDER										
Male	3,034,087	7,454,972	8,669,115	10,067,387	10,066,306	9,020,529	7,543,458	14,215,416	0	70,071,270
Female	2,730,603	6,490,718	7,354,387	8,280,778	8,590,828	7,956,908	6,753,508	11,832,887	0	59,990,617
Total	5,764,690	13,945,690	16,023,502	18,348,165	18,657,134	16,977,437	14,296,966	26,048,303	0	130,061,887

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1994.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1994.

Table C-15 (Continued). FY 1994 Selected Reserve Enlisted Members by Age, Component, and Gender with Civilian Comparison Group

b. Percent	GENDER	AGE GROUP								TOTAL	
		17-19	20-24	25-29	30-34	35-39	40-44	45-49	50+		Unknown
ARMY NATIONAL GUARD											
	Male	6.94%	24.40%	19.97%	14.97%	10.68%	8.78%	8.52%	5.72%	0.01%	100.00%
	Female	11.67%	29.17%	20.46%	17.18%	11.65%	5.85%	2.68%	1.34%	0.00%	100.00%
	Total	7.32%	24.78%	20.01%	15.15%	10.75%	8.55%	8.06%	5.37%	0.01%	100.00%
ARMY RESERVE											
	Male	9.20%	24.49%	19.24%	13.82%	10.53%	8.42%	8.78%	5.30%	0.22%	100.00%
	Female	11.37%	30.02%	20.09%	15.52%	10.63%	6.77%	3.43%	1.86%	0.30%	100.00%
	Total	9.67%	25.68%	19.42%	14.19%	10.56%	8.06%	7.63%	4.56%	0.24%	100.00%
NAVAL RESERVE											
	Male	1.54%	18.09%	21.49%	18.94%	15.95%	11.57%	7.68%	4.50%	0.25%	100.00%
	Female	2.26%	15.99%	23.45%	23.06%	16.80%	9.88%	4.48%	3.86%	0.22%	100.00%
	Total	1.66%	17.73%	21.82%	19.64%	16.10%	11.28%	7.13%	4.39%	0.24%	100.00%
MARINE CORPS RESERVE											
	Male	12.01%	54.76%	19.82%	7.04%	3.14%	1.49%	1.27%	0.44%	0.04%	100.00%
	Female	4.16%	33.01%	27.74%	19.98%	10.39%	3.76%	0.88%	0.00%	0.08%	100.00%
	Total	11.74%	54.02%	20.08%	7.48%	3.39%	1.56%	1.26%	0.42%	0.04%	100.00%
AIR NATIONAL GUARD											
	Male	1.52%	12.14%	17.76%	19.03%	12.99%	12.84%	13.63%	10.09%	0.00%	100.00%
	Female	2.74%	16.82%	23.62%	21.83%	18.25%	10.60%	4.42%	1.73%	0.00%	100.00%
	Total	1.69%	12.80%	18.58%	19.43%	13.73%	12.52%	12.33%	8.91%	0.00%	100.00%
AIR FORCE RESERVE											
	Male	0.57%	9.02%	18.47%	22.15%	15.49%	12.50%	12.87%	8.91%	0.00%	100.00%
	Female	1.04%	12.35%	23.33%	24.61%	19.49%	11.70%	5.17%	2.30%	0.00%	100.00%
	Total	0.66%	9.65%	19.38%	22.61%	16.24%	12.35%	11.43%	7.67%	0.00%	100.00%
TOTAL DoD											
	Male	6.08%	22.76%	19.58%	15.70%	11.41%	9.36%	9.05%	5.99%	0.08%	100.00%
	Female	8.05%	24.58%	21.47%	18.67%	13.53%	7.90%	3.66%	2.00%	0.15%	100.00%
	Total	6.34%	23.01%	19.84%	16.10%	11.69%	9.16%	8.32%	5.45%	0.09%	100.00%
CIVILIAN LABOR FORCE, 17 YR OLD AND OLDER											
	Male	4.33%	10.64%	12.37%	14.37%	14.37%	12.87%	10.77%	20.29%	0.00%	100.00%
	Female	4.55%	10.82%	12.26%	13.80%	14.32%	13.26%	11.26%	19.72%	0.00%	100.00%
	Total	4.43%	10.72%	12.32%	14.11%	14.34%	13.05%	10.99%	20.03%	0.00%	100.00%

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1994.

Table C-16. FY 1994 Selected Reserve Enlisted Members by Age, Marital Status, and Gender with Civilian Comparison Group

a. Number

AGE	MILITARY											MARRIED CIVILIANS*	
	MARRIED			UNMARRIED			TOTAL DoD						
	MARRIED		Total	UNMARRIED		Total	TOTAL DoD		PERCENT MARRIED				
	Males	Females		Males	Females		Males	Females	Total	Males	Females		
17	17	8	25	6,039	1,485	7,524	6,056	1,493	7,549	0.28%	0.54%	0.33%	18,973
18	139	38	177	16,120	3,585	19,705	16,259	3,623	19,882	0.85%	1.05%	0.89%	103,994
19	482	142	624	21,552	3,966	25,518	22,034	4,108	26,142	2.19%	3.46%	2.39%	195,482
20	1,254	324	1,578	23,276	4,276	27,552	24,530	4,600	29,130	5.11%	7.04%	5.42%	318,904
21	2,810	604	3,414	25,327	4,135	29,462	28,137	4,739	32,876	9.99%	12.75%	10.38%	370,115
22	5,405	1,047	6,452	28,707	4,536	33,243	34,112	5,583	39,695	15.84%	18.75%	16.25%	563,165
23	8,876	1,606	10,482	31,380	5,079	36,459	40,256	6,685	46,941	22.05%	24.02%	22.33%	795,335
24	11,391	1,919	13,310	27,720	4,625	32,345	39,111	6,544	45,655	29.12%	29.32%	29.15%	1,054,091
25	12,438	2,027	14,465	22,088	3,771	25,859	34,526	5,798	40,324	36.03%	34.96%	35.87%	1,274,765
26	13,028	2,004	15,032	17,265	3,090	20,355	30,293	5,094	35,387	43.01%	39.34%	42.48%	1,435,259
27	13,633	1,980	15,613	13,893	2,808	16,701	27,526	4,788	32,314	49.53%	41.35%	48.32%	1,525,148
28	14,089	1,984	16,073	11,492	2,462	13,954	25,581	4,446	30,027	55.08%	44.62%	53.53%	1,818,812
29	14,907	2,019	16,926	10,131	2,438	12,569	25,038	4,457	29,495	59.54%	45.30%	57.39%	2,044,636
30	16,055	2,175	18,230	9,181	2,454	11,635	25,236	4,629	29,865	63.62%	46.99%	61.04%	2,101,380
31	16,208	2,153	18,361	7,962	2,368	10,330	24,170	4,521	28,691	67.06%	47.62%	64.00%	2,259,642
32	16,037	2,179	18,216	7,092	2,107	9,199	23,129	4,286	27,415	69.34%	50.84%	66.45%	2,484,941
33	15,455	2,106	17,561	6,255	2,089	8,344	21,710	4,195	25,905	71.19%	50.20%	67.79%	2,381,265
34	14,779	1,948	16,727	5,601	1,800	7,401	20,380	3,748	24,128	72.52%	51.97%	69.33%	2,568,401
35	13,726	1,912	15,638	4,731	1,722	6,453	18,457	3,634	22,091	74.37%	52.61%	70.79%	2,588,073
36	13,085	1,713	14,798	4,139	1,503	5,642	17,224	3,216	20,440	75.97%	53.26%	72.40%	2,550,996
37	12,917	1,680	14,597	3,985	1,465	5,450	16,902	3,145	20,047	76.42%	53.42%	72.81%	2,663,899
38	12,531	1,493	14,024	3,566	1,336	4,902	16,097	2,829	18,926	77.85%	52.77%	74.10%	2,614,810
39	11,420	1,383	12,803	3,157	1,286	4,443	14,577	2,669	17,246	78.34%	51.82%	74.24%	2,577,047
40	10,449	1,249	11,698	2,728	1,167	3,895	13,177	2,416	15,593	79.30%	51.70%	75.02%	2,617,304
41	11,018	1,032	12,050	2,423	969	3,392	13,441	2,001	15,442	81.97%	51.57%	78.03%	2,353,977
42	11,465	832	12,297	2,491	878	3,369	13,956	1,710	15,666	82.15%	48.65%	78.49%	2,443,592
43	11,352	758	12,110	2,284	784	3,068	13,636	1,542	15,178	83.25%	49.16%	79.79%	2,305,464
44	11,804	673	12,477	2,284	702	2,986	14,088	1,375	15,463	83.79%	48.95%	80.69%	2,298,323
45+	94,203	3,012	97,215	15,580	3,468	19,048	109,783	6,480	116,263	85.81%	46.48%	83.62%	29,362,564
Unknown	130	23	153	448	144	592	578	167	745	22.49%	13.77%	20.54%	0
TOTAL	391,103	42,023	433,126	338,897	72,498	411,395	730,000	114,521	844,521	53.58%	36.69%	51.29%	77,690,357

* Civilian labor force, 17 years and older.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1994.

Table C-16 (Continued). FY 1994 Selected Reserve Enlisted Members by Age, Marital Status, and Gender with Civilian Comparison Group
h. Percent

AGE	MILITARY											MARRIED CIVILIANS*	
	MARRIED			UNMARRIED			TOTAL DoD						
	Males	Females	Total	Males	Females	Total	Males	Females	Total				
17	0.00%	0.02%	0.01%	1.78%	2.05%	1.83%	0.83%	1.30%	0.89%	0.83%	1.30%	0.89%	0.02%
18	0.04%	0.09%	0.04%	4.76%	4.94%	4.79%	2.23%	3.16%	2.35%	2.23%	3.16%	2.35%	0.13%
19	0.12%	0.34%	0.14%	6.36%	5.47%	6.20%	3.02%	3.59%	3.10%	3.02%	3.59%	3.10%	0.25%
20	0.32%	0.77%	0.36%	6.87%	5.90%	6.70%	3.36%	4.02%	3.45%	3.36%	4.02%	3.45%	0.41%
21	0.72%	1.44%	0.79%	7.47%	5.70%	7.16%	3.85%	4.14%	3.89%	3.85%	4.14%	3.89%	0.48%
22	1.38%	2.49%	1.49%	8.47%	6.26%	8.08%	4.67%	4.88%	4.70%	4.67%	4.88%	4.70%	0.72%
23	2.27%	3.82%	2.42%	9.26%	7.01%	8.86%	5.51%	5.84%	5.56%	5.51%	5.84%	5.56%	1.02%
24	2.91%	4.57%	3.07%	8.18%	6.38%	7.86%	5.36%	5.71%	5.41%	5.36%	5.71%	5.41%	1.36%
25	3.18%	4.82%	3.34%	6.52%	5.20%	6.29%	4.73%	5.06%	4.77%	4.73%	5.06%	4.77%	1.64%
26	3.33%	4.77%	3.47%	5.09%	4.26%	4.95%	4.15%	4.45%	4.19%	4.15%	4.45%	4.19%	1.85%
27	3.49%	4.71%	3.60%	4.10%	3.87%	4.06%	3.77%	4.18%	3.83%	3.77%	4.18%	3.83%	1.96%
28	3.60%	4.72%	3.71%	3.39%	3.40%	3.39%	3.50%	3.88%	3.56%	3.50%	3.88%	3.56%	2.34%
29	3.81%	4.80%	3.91%	2.99%	3.36%	3.06%	3.43%	3.89%	3.49%	3.43%	3.89%	3.49%	2.63%
30	4.11%	5.18%	4.21%	2.71%	3.38%	2.83%	3.46%	4.04%	3.54%	3.46%	4.04%	3.54%	2.70%
31	4.14%	5.12%	4.24%	2.35%	3.27%	2.51%	3.31%	3.95%	3.40%	3.31%	3.95%	3.40%	2.91%
32	4.10%	5.19%	4.21%	2.09%	2.91%	2.24%	3.17%	3.74%	3.25%	3.17%	3.74%	3.25%	3.20%
33	3.95%	5.01%	4.05%	1.85%	2.88%	2.03%	2.97%	3.66%	3.07%	2.97%	3.66%	3.07%	3.07%
34	3.78%	4.64%	3.86%	1.65%	2.48%	1.80%	2.79%	3.27%	2.86%	2.79%	3.27%	2.86%	3.31%
35	3.51%	4.55%	3.61%	1.40%	2.38%	1.57%	2.53%	3.17%	2.62%	2.53%	3.17%	2.62%	3.33%
36	3.35%	4.08%	3.42%	1.22%	2.07%	1.37%	2.36%	2.81%	2.42%	2.36%	2.81%	2.42%	3.28%
37	3.30%	4.00%	3.37%	1.18%	2.02%	1.32%	2.32%	2.75%	2.37%	2.32%	2.75%	2.37%	3.43%
38	3.20%	3.55%	3.24%	1.05%	1.84%	1.19%	2.21%	2.47%	2.24%	2.21%	2.47%	2.24%	3.37%
39	2.92%	3.29%	2.96%	0.93%	1.77%	1.08%	2.00%	2.33%	2.04%	2.00%	2.33%	2.04%	3.32%
40	2.67%	2.97%	2.70%	0.80%	1.61%	0.95%	1.81%	2.11%	1.85%	1.81%	2.11%	1.85%	3.37%
41	2.82%	2.46%	2.78%	0.71%	1.34%	0.82%	1.84%	1.75%	1.83%	1.84%	1.75%	1.83%	3.03%
42	2.93%	1.98%	2.84%	0.74%	1.21%	0.82%	1.91%	1.49%	1.86%	1.91%	1.49%	1.86%	3.15%
43	2.90%	1.80%	2.80%	0.67%	1.08%	0.75%	1.87%	1.35%	1.80%	1.87%	1.35%	1.80%	2.97%
44	3.02%	1.60%	2.88%	0.67%	0.97%	0.73%	1.93%	1.20%	1.83%	1.93%	1.20%	1.83%	2.96%
45+	24.09%	7.17%	22.44%	4.60%	4.78%	4.63%	15.04%	5.66%	13.77%	15.04%	5.66%	13.77%	37.79%
Unknown	0.03%	0.05%	0.04%	0.13%	0.20%	0.14%	0.08%	0.15%	0.09%	0.08%	0.15%	0.09%	0.00%
TOTAL	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Civilian labor force, 17 years and older.

Columns may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1994.

Table C-17. FY 1994 Selected Reserve Enlisted Members by Race/Ethnicity, Component, and Gender with Civilian Comparison Group

GENDER	RACE/ETHNICITY										TOTAL		
	WHITE			BLACK			HISPANIC			OTHER			
	#	%		#	%		#	%		#	%	#	%
ARMY NATIONAL GUARD													
Male	240,670	74.42%		51,105	15.80%		22,160	6.85%		9,476	2.93%	323,411	100.00%
Female	17,149	61.29%		8,249	29.48%		1,545	5.52%		1,036	3.70%	27,979	100.00%
Total	257,819	73.37%		59,354	16.89%		23,705	6.75%		10,512	2.99%	351,390	100.00%
ARMY RESERVE													
Male	97,937	60.35%		37,368	23.02%		12,110	7.46%		14,880	9.17%	162,295	100.00%
Female	19,995	44.88%		17,941	40.27%		2,571	5.77%		4,047	9.08%	44,554	100.00%
Total	117,932	57.01%		55,309	26.74%		14,681	7.10%		18,927	9.15%	206,849	100.00%
NAVAL RESERVE													
Male	55,305	77.32%		8,509	11.90%		4,294	6.00%		3,422	4.78%	71,530	100.00%
Female	10,329	69.93%		2,974	20.14%		869	5.88%		598	4.05%	14,770	100.00%
Total	65,634	76.05%		11,483	13.31%		5,163	5.98%		4,020	4.66%	86,300	100.00%
MARINE CORPS RESERVE													
Male	25,157	70.65%		4,706	13.22%		3,895	10.94%		1,851	5.20%	35,609	100.00%
Female	788	62.99%		292	23.34%		115	9.19%		56	4.48%	1,251	100.00%
Total	25,945	70.39%		4,998	13.56%		4,010	10.88%		1,907	5.17%	36,860	100.00%
AIR NATIONAL GUARD													
Male	72,159	84.26%		6,468	7.55%		4,290	5.01%		2,719	3.18%	85,636	100.00%
Female	10,838	77.00%		2,156	15.32%		656	4.66%		425	3.02%	14,075	100.00%
Total	82,997	83.24%		8,624	8.65%		4,946	4.96%		3,144	3.15%	99,711	100.00%
AIR FORCE RESERVE													
Male	38,868	75.44%		8,138	15.80%		2,733	5.30%		1,780	3.46%	51,519	100.00%
Female	7,780	65.42%		3,220	27.08%		501	4.21%		391	3.29%	11,892	100.00%
Total	46,648	73.56%		11,358	17.91%		3,234	5.10%		2,171	3.42%	63,411	100.00%
TOTAL DoD													
Male	530,096	72.62%		116,294	15.93%		49,482	6.78%		34,128	4.68%	730,000	100.00%
Female	66,879	58.40%		34,832	30.42%		6,257	5.46%		6,553	5.72%	114,521	100.00%
Total	596,975	70.69%		151,126	17.89%		55,739	6.60%		40,681	4.82%	844,521	100.00%
18-49 YR OLD CIVILIAN LABOR FORCE													
Male	41,245,046	75.05%		5,716,779	10.40%		6,200,231	11.28%		1,797,197	3.27%	54,959,253	100.00%
Female	35,609,607	75.25%		6,071,407	12.83%		4,080,727	8.62%		1,559,592	3.30%	47,321,333	100.00%
Total	76,854,653	75.14%		11,788,186	11.53%		10,280,958	10.05%		3,356,789	3.28%	102,280,586	100.00%

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1994.

Table C-18. FY 1994 Selected Reserve Enlisted Members by Ethnicity and Component

ETHNICITY	COMPONENT														TOTAL DoD	
	ARNG		USAR		USNR		USMCR		ANG		USAFR					
	#	%	#	%	#	%	#	%	#	%	#	%	#	%		
MEXICAN	6,356	1.81%	4,231	2.05%	2,151	2.49%	2,486	6.74%	2,041	2.05%	1,927	3.04%	19,192	2.27%		
PUERTO RICAN	10,845	3.09%	6,713	3.25%	962	1.11%	488	1.32%	1,722	1.73%	476	0.75%	21,206	2.51%		
CUBAN	191	0.05%	146	0.07%	82	0.10%	60	0.16%	40	0.04%	70	0.11%	589	0.07%		
LATIN AMER.	824	0.23%	970	0.47%	204	0.24%	275	0.75%	53	0.05%	19	0.03%	2,345	0.28%		
OTHER HISP.	5,489	1.56%	2,621	1.27%	1,764	2.04%	701	1.90%	1,090	1.09%	742	1.17%	12,407	1.47%		
ALEUTIAN	11	0.00%	23	0.01%	6	0.01%	2	0.01%	7	0.01%	0	0.00%	49	0.01%		
ESKIMO	835	0.24%	13	0.01%	9	0.01%	3	0.01%	6	0.01%	5	0.01%	871	0.10%		
N. AMER. INDIAN	1,639	0.47%	641	0.31%	542	0.63%	129	0.35%	938	0.94%	397	0.63%	4,286	0.51%		
CHINESE	228	0.06%	401	0.19%	108	0.13%	168	0.46%	178	0.18%	90	0.14%	1,173	0.14%		
JAPANESE	504	0.14%	314	0.15%	89	0.10%	42	0.11%	698	0.70%	108	0.17%	1,755	0.21%		
KOREAN	259	0.07%	419	0.20%	64	0.07%	108	0.29%	70	0.07%	46	0.07%	966	0.11%		
INDIAN	100	0.03%	145	0.07%	92	0.11%	33	0.09%	26	0.03%	4	0.01%	400	0.05%		
FILIPINO	1,710	0.49%	1,476	0.71%	1,381	1.60%	426	1.16%	704	0.71%	795	1.25%	6,492	0.77%		
VIETNAMESE	171	0.05%	294	0.14%	119	0.14%	123	0.33%	33	0.03%	10	0.02%	750	0.09%		
OTHER ASIAN	517	0.15%	574	0.28%	145	0.17%	120	0.33%	308	0.31%	255	0.40%	1,919	0.23%		
MELANESIAN	34	0.01%	15	0.01%	7	0.01%	0	0.00%	3	0.00%	0	0.00%	59	0.01%		
MICRONESIAN	55	0.02%	273	0.13%	12	0.01%	7	0.02%	4	0.00%	6	0.01%	357	0.04%		
POLYNESIAN	421	0.12%	411	0.20%	39	0.05%	26	0.07%	187	0.19%	10	0.02%	1,094	0.13%		
GUAMANIAN	378	0.11%	0	0.00%	0	0.00%	0	0.00%	103	0.10%	15	0.02%	496	0.06%		
OTHER PACIFIC	318	0.09%	205	0.10%	38	0.04%	19	0.05%	78	0.08%	14	0.02%	672	0.08%		
OTHER/NONE *	320,505	91.21%	171,771	83.04%	2,510	2.91%	918	2.49%	4,730	4.74%	3,138	4.95%	503,572	59.63%		
UNKNOWN	0	0.00%	15,193	7.34%	75,976	88.04%	30,726	83.36%	86,692	86.94%	55,284	87.18%	263,871	31.25%		
TOTAL	351,390	100.00%	206,849	100.00%	86,300	100.00%	36,860	100.00%	99,711	100.00%	63,411	100.00%	844,521	100.00%		

* "Other/None" includes Whites and Blacks who claim no other ethnic category.

Columns may not add to totals due to rounding.

* "Other/None" includes Whites and Blacks who claim no other ethnic category.
Columns may not add to totals due to rounding.

Table C-19. FY 1994 Selected Reserve Enlisted Members by Education, Component, and Gender with Civilian Comparison Group

GENDER	EDUCATIONAL TIER					
	TIER 1		TIER 2		TIER 3	
	#	%	#	%	#	%
ARMY NATIONAL GUARD						
Male	280,151	86.62%	32,887	10.17%	10,373	3.21%
Female	26,247	93.81%	1,500	5.36%	232	0.83%
Total	306,398	87.20%	34,387	9.79%	10,605	3.02%
ARMY RESERVE						
Male	151,807	93.54%	7,917	4.88%	2,571	1.58%
Female	43,320	97.23%	846	1.90%	388	0.87%
Total	195,127	94.33%	8,763	4.24%	2,959	1.43%
NAVAL RESERVE						
Male	68,265	95.44%	2,359	3.30%	906	1.27%
Female	14,369	97.29%	371	2.51%	30	0.20%
Total	82,634	95.75%	2,730	3.16%	936	1.08%
MARINE CORPS RESERVE						
Male	34,507	96.91%	1,023	2.87%	79	0.22%
Female	1,202	96.08%	48	3.84%	1	0.08%
Total	35,709	96.88%	1,071	2.91%	80	0.22%
AIR NATIONAL GUARD						
Male	83,601	97.62%	1,888	2.20%	147	0.17%
Female	13,746	97.66%	318	2.26%	11	0.08%
Total	97,347	97.63%	2,206	2.21%	158	0.16%
AIR FORCE RESERVE						
Male	51,024	99.04%	450	0.87%	45	0.09%
Female	11,796	99.19%	93	0.78%	3	0.03%
Total	62,820	99.07%	543	0.86%	48	0.08%
TOTAL DoD						
Male	669,355	91.69%	46,524	6.37%	14,121	1.93%
Female	110,680	96.65%	3,176	2.77%	665	0.58%
Total	780,035	92.36%	49,700	5.88%	14,786	1.75%
18-49 YR OLD CIVILIAN LABOR FORCE						
Male	47,949,675	87.25%	*	*	7,009,578	12.75%
Female	43,369,981	91.65%	*	*	3,951,351	8.35%
Total	91,319,656	89.28%	*	*	10,960,929	10.72%

* Civilian numbers and percentages combine tiers 1 and 2.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1994.

Table C-20. FY 1994 Selected Reserve Enlisted Members by Education, Component, and Race/Ethnicity

RACE/ETHNICITY	EDUCATIONAL TIER						TOTAL	
	TIER 1		TIER 2		TIER 3		#	%
	#	%	#	%	#	%		
ARMY NATIONAL GUARD								
White	224,039	86.90%	26,999	10.47%	6,781	2.63%	257,819	100.00%
Black	52,626	88.66%	4,227	7.12%	2,501	4.21%	59,354	100.00%
Hispanic	20,346	85.83%	2,488	10.50%	871	3.67%	23,705	100.00%
Other	9,387	89.30%	673	6.40%	452	4.30%	10,512	100.00%
TOTAL	306,398	87.20%	34,387	9.79%	10,605	3.02%	351,390	100.00%
ARMY RESERVE								
White	110,421	93.63%	5,698	4.83%	1,813	1.54%	117,932	100.00%
Black	52,425	94.79%	2,100	3.80%	784	1.42%	55,309	100.00%
Hispanic	13,744	93.62%	717	4.88%	220	1.50%	14,681	100.00%
Other	18,537	97.94%	248	1.31%	142	0.75%	18,927	100.00%
TOTAL	195,127	94.33%	8,763	4.24%	2,959	1.43%	206,849	100.00%
NAVAL RESERVE								
White	62,652	95.46%	2,211	3.37%	771	1.17%	65,634	100.00%
Black	11,168	97.26%	233	2.03%	82	0.71%	11,483	100.00%
Hispanic	4,912	95.14%	192	3.72%	59	1.14%	5,163	100.00%
Other	3,902	97.06%	94	2.34%	24	0.60%	4,020	100.00%
TOTAL	82,634	95.75%	2,730	3.16%	936	1.08%	86,300	100.00%
MARINE CORPS RESERVE								
White	25,182	97.06%	719	2.77%	44	0.17%	25,945	100.00%
Black	4,810	96.24%	173	3.46%	15	0.30%	4,998	100.00%
Hispanic	3,861	96.28%	134	3.34%	15	0.37%	4,010	100.00%
Other	1,856	97.33%	45	2.36%	6	0.31%	1,907	100.00%
TOTAL	35,709	96.88%	1,071	2.91%	80	0.22%	36,860	100.00%
AIR NATIONAL GUARD								
White	81,005	97.60%	1,859	2.24%	133	0.16%	82,997	100.00%
Black	8,485	98.39%	134	1.55%	5	0.06%	8,624	100.00%
Hispanic	4,777	96.58%	158	3.19%	11	0.22%	4,946	100.00%
Other	3,080	97.96%	55	1.75%	9	0.29%	3,144	100.00%
TOTAL	97,347	97.63%	2,206	2.21%	158	0.16%	99,711	100.00%
AIR FORCE RESERVE								
White	46,194	99.03%	416	0.89%	38	0.08%	46,648	100.00%
Black	11,302	99.51%	51	0.45%	5	0.04%	11,358	100.00%
Hispanic	3,170	98.02%	60	1.86%	4	0.12%	3,234	100.00%
Other	2,154	99.22%	16	0.74%	1	0.05%	2,171	100.00%
TOTAL	62,820	99.07%	543	0.86%	48	0.08%	63,411	100.00%
TOTAL DoD								
White	549,493	92.05%	37,902	6.35%	9,580	1.60%	596,975	100.00%
Black	140,816	93.18%	6,918	4.58%	3,392	2.24%	151,126	100.00%
Hispanic	50,810	91.16%	3,749	6.73%	1,180	2.12%	55,739	100.00%
Other	38,916	95.66%	1,131	2.78%	634	1.56%	40,681	100.00%
TOTAL	780,035	92.36%	49,700	5.88%	14,786	1.75%	844,521	100.00%

Rows may not add to totals due to rounding.

Rows may not add to totals due to rounding.

Table C-21. FY 1994 Selected Reserve Enlisted Members by Occupational Area, Component, and Gender

a. Number	GENDER	OCCUPATIONAL AREA										TOTAL
		Commu- nications				Other		Admin- istrators		Non- Occupational*		
		Infantry	Electronics	Medical	Technical	Electrical	Craftsman	Supply	Occupational*			
ARMY NATIONAL GUARD												
Male		127,732	3,931	13,300	7,707	18,645	49,918	12,101	36,762	33,647	323,411	
Female		6,097	164	3,769	720	7,420	1,418	356	3,008	3,773	27,979	
Total		133,829	4,095	17,069	8,427	26,065	51,336	12,457	39,770	37,420	351,390	
ARMY RESERVE												
Male		33,893	4,728	15,813	5,333	31,183	21,054	9,111	23,029	8,362	162,295	
Female		2,278	542	9,656	933	18,712	1,770	932	4,828	2,904	44,554	
Total		36,171	5,270	25,469	6,266	49,895	22,824	10,043	27,857	11,266	206,849	
NAVAL RESERVE												
Male		9,407	6,126	5,575	1,166	11,568	16,378	11,377	2,735	1,652	71,530	
Female		1,176	511	2,887	181	6,538	1,008	291	598	391	14,770	
Total		10,583	6,637	8,462	1,347	18,106	17,386	11,668	3,333	2,043	86,300	
MARINE CORPS RESERVE												
Male		10,509	1,360	0	350	3,779	4,614	918	5,181	5,913	35,609	
Female		0	28	0	18	708	82	15	179	119	1,251	
Total		10,509	1,388	0	368	4,487	4,696	933	5,360	6,032	36,860	
AIR NATIONAL GUARD												
Male		6,031	10,244	2,415	4,673	14,413	26,994	9,000	5,783	3,200	85,636	
Female		319	563	1,561	479	7,796	941	322	895	604	14,075	
Total		6,350	10,807	3,976	5,152	22,209	27,935	9,322	6,678	3,804	99,711	
AIR FORCE RESERVE												
Male		5,640	3,369	3,386	1,948	11,059	15,730	4,862	3,472	1,077	51,519	
Female		360	321	2,773	153	5,460	958	335	789	291	11,892	
Total		6,000	3,690	6,159	2,101	16,519	16,688	5,197	4,261	1,368	63,411	
TOTAL DoD												
Male		193,212	29,758	40,489	21,177	90,647	134,688	47,369	76,962	53,851	730,000	
Female		10,230	2,129	20,646	2,484	46,634	6,177	2,251	10,297	8,082	114,521	
Total		203,442	31,887	61,135	23,661	137,281	140,865	49,620	87,259	61,933	844,521	

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Table C-21 (Continued). FY 1993 Selected Reserve Enlisted Members by Occupational Area, Component, and Gender

b. Percent	GENDER	OCCUPATIONAL AREA										TOTAL	
		Infantry	Electronics	Commu- nications	Medical	Other		Admin-		Craftsman	Supply		Non- Occupational*
						Technical	istrators	Electrical					
ARMY NATIONAL GUARD													
Male	39.50%	1.22%	6.08%	4.11%	2.38%	5.77%	15.43%	3.74%	11.37%	10.40%	100.00%		
Female	21.79%	0.59%	4.48%	13.47%	2.57%	26.52%	5.07%	1.27%	10.75%	13.49%	100.00%		
Total	38.09%	1.17%	5.95%	4.86%	2.40%	7.42%	14.61%	3.55%	11.32%	10.65%	100.00%		
ARMY RESERVE													
Male	20.88%	2.91%	6.03%	9.74%	3.29%	19.21%	12.97%	5.61%	14.19%	5.15%	100.00%		
Female	5.11%	1.22%	4.49%	21.67%	2.09%	42.00%	3.97%	2.09%	10.84%	6.52%	100.00%		
Total	17.49%	2.55%	5.70%	12.31%	3.03%	24.12%	11.03%	4.86%	13.47%	5.45%	100.00%		
NAVAL RESERVE													
Male	13.15%	8.56%	7.75%	7.79%	1.63%	16.17%	22.90%	15.91%	3.82%	2.31%	100.00%		
Female	7.96%	3.46%	8.05%	19.55%	1.23%	44.27%	6.82%	1.97%	4.05%	2.65%	100.00%		
Total	12.26%	7.69%	7.80%	9.81%	1.56%	20.98%	20.15%	13.52%	3.86%	2.37%	100.00%		
MARINE CORPS RESERVE													
Male	29.51%	3.82%	8.38%	0.00%	0.98%	10.61%	12.96%	2.58%	14.55%	16.61%	100.00%		
Female	0.00%	2.24%	8.15%	0.00%	1.44%	56.59%	6.55%	1.20%	14.31%	9.51%	100.00%		
Total	28.51%	3.77%	8.37%	0.00%	1.00%	12.17%	12.74%	2.53%	14.54%	16.36%	100.00%		
AIR NATIONAL GUARD													
Male	7.04%	11.96%	3.37%	2.82%	5.46%	16.83%	31.52%	10.51%	6.75%	3.74%	100.00%		
Female	2.27%	4.00%	4.23%	11.09%	3.40%	55.39%	6.69%	2.29%	6.36%	4.29%	100.00%		
Total	6.37%	10.84%	3.49%	3.99%	5.17%	22.27%	28.02%	9.35%	6.70%	3.82%	100.00%		
AIR FORCE RESERVE													
Male	10.95%	6.54%	1.89%	6.57%	3.78%	21.47%	30.53%	9.44%	6.74%	2.09%	100.00%		
Female	3.03%	2.70%	3.80%	23.32%	1.29%	45.91%	8.06%	2.82%	6.63%	2.45%	100.00%		
Total	9.46%	5.82%	2.25%	9.71%	3.31%	26.05%	26.32%	8.20%	6.72%	2.16%	100.00%		
TOTAL DoD													
Male	26.47%	4.08%	5.73%	5.55%	2.90%	12.42%	18.45%	6.49%	10.54%	7.38%	100.00%		
Female	8.93%	1.86%	4.88%	18.03%	2.17%	40.72%	5.39%	1.97%	8.99%	7.06%	100.00%		
Total	24.09%	3.78%	5.62%	7.24%	2.80%	16.26%	16.68%	5.88%	10.33%	7.33%	100.00%		
* Non-occupational includes patients, students, those with unassigned duties, and unknowns. Rows may not add to totals due to rounding.													

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.
Rows may not add to totals due to rounding.

Table C-22. FY 1994 Selected Reserve Enlisted Members by Occupational Area, Component, and Race/Ethnicity

a. Number

RACE/ETHNICITY	OCCUPATIONAL AREA										TOTAL
	Infantry	Electronics	Communica- tions	Medical	Technical	Admin- istrators	Electrical	Craftsman	Supply	Non- Occupational*	
ARMY NATIONAL GUARD											
White	98,152	3,339	16,059	12,028	6,588	18,617	39,219	9,394	26,718	27,705	257,819
Black	21,289	435	3,353	3,183	1,144	4,974	7,399	2,311	9,408	5,858	59,354
Hispanic	9,869	209	1,022	1,248	474	1,678	3,359	448	2,819	2,579	23,705
Other	4,519	112	488	610	221	796	1,359	304	825	1,278	10,512
TOTAL	133,829	4,095	20,922	17,069	8,427	26,065	51,336	12,457	39,770	37,420	351,390
ARMY RESERVE											
White	24,192	3,036	8,006	14,069	3,383	24,002	13,164	5,899	14,553	7,628	117,932
Black	7,991	1,310	1,953	7,006	1,775	18,068	5,018	1,834	8,079	2,275	55,309
Hispanic	1,412	399	788	1,879	540	3,238	2,185	1,101	2,310	829	14,681
Other	2,576	525	1,041	2,515	568	4,587	2,457	1,209	2,915	534	18,927
TOTAL	36,171	5,270	11,788	25,469	6,266	49,895	22,824	10,043	27,857	11,266	206,849
NAVAL RESERVE											
White	7,759	5,437	5,123	6,058	1,152	12,863	13,419	10,159	2,240	1,424	65,634
Black	1,475	619	1,024	1,275	89	3,374	2,005	608	715	299	11,483
Hispanic	813	312	346	634	53	1,072	978	543	205	207	5,163
Other	536	269	242	495	53	797	984	358	173	113	4,020
TOTAL	10,583	6,637	6,735	8,462	1,347	18,106	17,386	11,668	3,333	2,043	86,300
MARINE CORPS RESERVE											
White	7,911	988	2,094	0	296	2,703	3,387	701	3,501	4,364	25,945
Black	1,032	141	398	0	31	1,017	592	101	985	701	4,998
Hispanic	1,106	169	402	0	29	514	472	82	613	623	4,010
Other	460	90	193	0	12	253	245	49	261	344	1,907
TOTAL	10,509	1,388	3,087	0	368	4,487	4,696	933	5,360	6,032	36,860
AIR NATIONAL GUARD											
White	5,466	9,299	2,825	3,248	4,604	17,425	24,028	7,795	5,392	2,915	82,997
Black	426	576	290	401	271	2,946	1,740	793	768	413	8,624
Hispanic	336	441	193	218	199	1,123	1,393	450	333	260	4,946
Other	122	491	170	109	78	715	774	284	185	216	3,144
TOTAL	6,350	10,807	3,478	3,976	5,152	22,209	27,935	9,322	6,678	3,804	99,711
AIR FORCE RESERVE											
White	4,942	3,086	1,171	4,095	1,679	10,691	12,930	3,980	3,138	936	46,648
Black	672	368	181	1,461	279	4,162	2,284	801	842	308	11,358
Hispanic	272	127	55	350	94	856	966	278	184	52	3,234
Other	114	109	21	253	49	810	508	138	97	72	2,171
TOTAL	6,000	3,690	1,428	6,159	2,101	16,519	16,688	5,197	4,261	1,368	63,411
TOTAL DoD											
White	148,422	25,185	35,278	39,498	17,702	86,301	106,147	37,928	55,542	44,972	596,975
Black	32,885	3,449	7,199	13,326	3,589	34,541	19,038	6,448	20,797	9,854	151,126
Hispanic	13,808	1,657	2,806	4,329	1,389	8,481	9,353	2,902	6,464	4,550	55,739
Other	8,327	1,596	2,155	3,982	981	7,958	6,327	2,342	4,456	2,557	40,681
TOTAL	203,442	31,887	47,438	61,135	23,661	137,281	140,865	49,620	87,259	61,933	844,521

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Table C-22 (Continued). FY 1994 Selected Reserve Enlisted Members by Occupational Area, Component, and Race/Ethnicity

b. Percent	RACE/ETHNICITY	OCCUPATIONAL AREA										Non-Occupational*	TOTAL
		Infantry	Electronics	Commu- nications	Medical	Technical	Admin- istrators	Electrical	Craftsman	Supply			
ARMY NATIONAL GUARD													
	White	38.07%	1.30%	6.23%	4.67%	2.56%	7.22%	15.21%	3.64%	10.36%	10.75%	100.00%	
	Black	35.87%	0.73%	5.65%	5.36%	1.93%	8.38%	12.47%	3.89%	15.85%	9.87%	100.00%	
	Hispanic	41.63%	0.88%	4.31%	5.26%	2.00%	7.08%	14.17%	1.89%	11.89%	10.88%	100.00%	
	Other	42.99%	1.07%	4.64%	5.80%	2.10%	7.57%	12.93%	2.89%	7.85%	12.16%	100.00%	
	TOTAL	38.09%	1.17%	5.95%	4.86%	2.40%	7.42%	14.61%	3.55%	11.32%	10.65%	100.00%	
ARMY RESERVE													
	White	20.51%	2.57%	6.79%	11.93%	2.87%	20.35%	11.16%	5.00%	12.34%	6.47%	100.00%	
	Black	14.45%	2.37%	3.53%	12.67%	3.21%	32.67%	9.07%	3.32%	14.61%	4.11%	100.00%	
	Hispanic	9.62%	2.72%	5.37%	12.80%	3.68%	22.06%	14.88%	7.50%	15.73%	5.65%	100.00%	
	Other	13.61%	2.77%	5.50%	13.29%	3.00%	24.24%	12.98%	6.39%	15.40%	2.82%	100.00%	
	TOTAL	17.49%	2.55%	5.70%	12.31%	3.03%	24.12%	11.03%	4.86%	13.47%	5.45%	100.00%	
NAVAL RESERVE													
	White	11.82%	8.28%	7.81%	9.23%	1.76%	19.60%	20.45%	15.48%	3.41%	2.17%	100.00%	
	Black	12.85%	5.39%	8.92%	11.10%	0.78%	29.38%	17.46%	5.29%	6.23%	2.60%	100.00%	
	Hispanic	15.75%	6.04%	6.70%	12.28%	1.03%	20.76%	18.94%	10.52%	3.97%	4.01%	100.00%	
	Other	13.33%	6.69%	6.02%	12.31%	1.32%	19.83%	24.48%	8.91%	4.30%	2.81%	100.00%	
	TOTAL	12.26%	7.69%	7.80%	9.81%	1.56%	20.98%	20.15%	13.52%	3.86%	2.37%	100.00%	
MARINE CORPS RESERVE													
	White	30.49%	3.81%	8.07%	0.00%	1.14%	10.42%	13.05%	2.70%	13.49%	16.82%	100.00%	
	Black	20.65%	2.82%	7.96%	0.00%	0.62%	20.35%	11.84%	2.02%	19.71%	14.03%	100.00%	
	Hispanic	27.58%	4.21%	10.02%	0.00%	0.72%	12.82%	11.77%	2.04%	15.29%	15.54%	100.00%	
	Other	24.12%	4.72%	10.12%	0.00%	0.63%	13.27%	12.85%	2.57%	13.69%	18.04%	100.00%	
	TOTAL	28.51%	3.77%	8.37%	0.00%	1.00%	12.17%	12.74%	2.53%	14.54%	16.36%	100.00%	
AIR NATIONAL GUARD													
	White	6.59%	11.20%	3.40%	3.91%	5.55%	20.99%	28.95%	9.39%	6.50%	3.51%	100.00%	
	Black	4.94%	6.68%	3.36%	4.65%	3.14%	34.16%	20.18%	9.20%	8.91%	4.79%	100.00%	
	Hispanic	6.79%	8.92%	3.90%	4.41%	4.02%	22.71%	28.16%	9.10%	6.73%	5.26%	100.00%	
	Other	3.88%	15.62%	5.41%	3.47%	2.48%	22.74%	24.62%	9.03%	5.88%	6.87%	100.00%	
	TOTAL	6.37%	10.84%	3.49%	3.99%	5.17%	22.27%	28.02%	9.35%	6.70%	3.82%	100.00%	
AIR FORCE RESERVE													
	White	10.59%	6.62%	2.51%	8.78%	3.60%	22.92%	27.72%	8.53%	6.73%	2.01%	100.00%	
	Black	5.92%	3.24%	1.59%	12.86%	2.46%	36.64%	20.11%	7.05%	7.41%	2.71%	100.00%	
	Hispanic	8.41%	3.93%	1.70%	10.82%	2.91%	26.47%	29.87%	8.60%	5.69%	1.61%	100.00%	
	Other	5.25%	5.02%	0.97%	11.65%	2.26%	37.31%	23.40%	6.36%	4.47%	3.32%	100.00%	
	TOTAL	9.46%	5.82%	2.25%	9.71%	3.31%	26.05%	26.32%	8.20%	6.72%	2.16%	100.00%	
TOTAL DoD													
	White	24.86%	4.22%	5.91%	6.62%	2.97%	14.46%	17.78%	6.35%	9.30%	7.53%	100.00%	
	Black	21.76%	2.28%	4.76%	8.82%	2.37%	22.86%	12.60%	4.27%	13.76%	6.52%	100.00%	
	Hispanic	24.77%	2.97%	5.03%	7.77%	2.49%	15.22%	16.78%	5.21%	11.60%	8.16%	100.00%	
	Other	20.47%	3.92%	5.30%	9.79%	2.41%	19.56%	15.55%	5.76%	10.95%	6.29%	100.00%	
	TOTAL	24.09%	3.78%	5.62%	7.24%	2.80%	16.26%	16.68%	5.88%	10.33%	7.33%	100.00%	
* Non-occupational includes patients, students, those with unassigned duties, and unknowns.													
Rows may not add to totals due to rounding.													

* Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table C-23. FY 1994 Selected Reserve Officer Accessions by Age and Component with Civilian Comparison Group

a. Number	COMPONENT	AGE GROUP								TOTAL
		17-24	25-29	30-34	35-39	40-44	45-49	50+	Unknown	
ARMY NATIONAL GUARD		634	1,206	801	303	127	73	38	18	3,200
ARMY RESERVE		430	846	961	899	609	561	223	285	4,814
NAVAL RESERVE		19	461	681	648	530	348	173	1	2,861
MARINE CORPS RESERVE		9	142	227	178	77	51	7	0	691
AIR NATIONAL GUARD		77	263	295	100	46	17	11	0	809
AIR FORCE RESERVE		30	311	827	537	276	128	60	13	2,182
TOTAL DoD		1,199	3,229	3,792	2,665	1,665	1,178	512	317	14,557
CIVILIAN COLLEGE GRADUATES, 21-35		2,114,027	4,668,261	5,326,624	1,098,220	0	0	0	0	13,207,131
b. Percent										
ARMY NATIONAL GUARD		19.81%	37.69%	25.03%	9.47%	3.97%	2.28%	1.19%	0.56%	100.00%
ARMY RESERVE		8.93%	17.57%	19.96%	18.67%	12.65%	11.65%	4.63%	5.92%	100.00%
NAVAL RESERVE		0.66%	16.11%	23.80%	22.65%	18.52%	12.16%	6.05%	0.03%	100.00%
MARINE CORPS RESERVE		1.30%	20.55%	32.85%	25.76%	11.14%	7.38%	1.01%	0.00%	100.00%
AIR NATIONAL GUARD		9.52%	32.51%	36.46%	12.36%	5.69%	2.10%	1.36%	0.00%	100.00%
AIR FORCE RESERVE		1.37%	14.25%	37.90%	24.61%	12.65%	5.87%	2.75%	0.60%	100.00%
TOTAL DoD		8.24%	22.18%	26.05%	18.31%	11.44%	8.09%	3.52%	2.18%	100.00%
CIVILIAN COLLEGE GRADUATES, 21-35		16.01%	35.35%	40.33%	8.32%	0.00%	0.00%	0.00%	0.00%	100.00%

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, October 1993-September 1994.

Table C-24. FY 1994 Selected Reserve Officers by Age and Component with Civilian Comparison Group

COMPONENT	AGE GROUP							TOTAL
	18-24	25-29	30-34	35-39	40-44	45-49	50+	
a. Number								
ARMY NATIONAL GUARD	1,434	8,424	8,857	5,868	4,815	5,092	2,182	36,686
ARMY RESERVE	745	5,380	7,773	8,550	9,452	11,280	5,248	48,800
NAVAL RESERVE	25	1,017	4,602	6,444	4,870	2,760	1,292	21,021
MARINE CORPS RESERVE	30	291	904	1,054	661	335	77	3,352
AIR NATIONAL GUARD	86	1,267	2,770	3,146	2,732	2,466	1,406	13,876
AIR FORCE RESERVE	31	686	3,034	3,888	3,677	3,306	1,584	16,210
TOTAL DoD	2,351	17,065	27,940	28,950	26,207	25,239	11,789	139,945
CIVILIAN COLLEGE GRADUATES*	1,894,052	4,497,104	4,706,277	5,071,095	5,109,373	4,519,003	6,603,609	32,400,513
b. Percent								
ARMY NATIONAL GUARD	3.91%	22.96%	24.14%	16.00%	13.12%	13.88%	5.95%	100.00%
ARMY RESERVE	1.53%	11.02%	15.93%	17.52%	19.37%	23.11%	10.75%	100.00%
NAVAL RESERVE	0.12%	4.84%	21.89%	30.66%	23.17%	13.13%	6.15%	100.00%
MARINE CORPS RESERVE	0.89%	8.68%	26.97%	31.44%	19.72%	9.99%	2.30%	100.00%
AIR NATIONAL GUARD	0.62%	9.13%	19.96%	22.67%	19.69%	17.77%	10.13%	100.00%
AIR FORCE RESERVE	0.19%	4.23%	18.72%	23.99%	22.68%	20.39%	9.77%	100.00%
TOTAL DoD	1.68%	12.19%	19.96%	20.69%	18.73%	18.03%	8.42%	100.00%
CIVILIAN COLLEGE GRADUATES*	5.85%	13.88%	14.53%	15.65%	15.77%	13.95%	20.38%	100.00%

* Includes college graduates, 21 or older, in the civilian work force.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File, September 1994.

Table C-25. FY 1994 Selected Reserve Officer Accessions and Officers by Gender and Component with Civilian Comparison Groups

GENDER	COMPONENT					TOTAL		CIVILIAN COLLEGE GRADUATES*
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	
a. FY 1994 Reserve Officer Accessions								
Male								
Number	2,878	3,523	2,326	650	651	1,599	11,627	6,434,489
Percent	89.94%	73.18%	81.30%	94.07%	80.47%	73.28%	79.87%	48.72%
Female								
Number	322	1,291	535	41	158	583	2,930	6,772,642
Percent	10.06%	26.82%	18.70%	5.93%	19.53%	26.72%	20.13%	51.28%
TOTAL								
Number	3,200	4,814	2,861	691	809	2,182	14,557	13,207,131
Percent	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
b. FY 1994 Reserve Component Officers								
Male								
Number	33,342	37,570	17,549	3,173	12,224	12,461	116,319	18,047,458
Percent	90.88%	76.99%	83.48%	94.66%	88.09%	76.87%	83.12%	55.70%
Female								
Number	3,344	11,230	3,472	179	1,652	3,749	23,626	14,353,055
Percent	9.12%	23.01%	16.52%	5.34%	11.91%	23.13%	16.88%	44.30%
TOTAL								
Number	36,686	48,800	21,021	3,352	13,876	16,210	139,945	32,400,513
Percent	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Comparison group for accessions includes 21-35 year old college graduates in the non-institutional civilian population, October 1993-September 1994.

Comparison group for active component officer corps includes college graduates in the civilian work force (21 years and older), September 1994.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File

* Comparison group for accessions includes 21-35 year old college graduates in the non-institutional civilian population, October 1993-September 1994.

Comparison group for active component officer corps includes college graduates in the civilian work force (21 years and older), September 1994.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File.

Table C-26. FY 1994 Selected Reserve Officer Accessions and Officers by Gender, Marital Status, and Component with Civilian Comparison Groups

GENDER	COMPONENT						TOTAL	CIVILIAN COLLEGE GRADUATES*
	ARNG	USAR	USNR	USMCR	ANG	USAFR		
a. FY 1994 Reserve Officer Accessions								
Male								
Married	50.76%	59.49%	69.30%	70.62%	62.67%	73.48%	62.02%	50.68%
Unmarried	49.24%	40.51%	30.70%	29.38%	37.33%	26.52%	37.98%	49.32%
Female								
Married	41.93%	45.62%	37.76%	68.29%	47.47%	59.18%	46.89%	54.61%
Unmarried	58.07%	54.38%	62.24%	31.71%	52.53%	40.82%	53.11%	45.39%
TOTAL								
Married	49.88%	55.77%	63.40%	70.48%	59.70%	69.66%	58.98%	52.68%
Unmarried	50.13%	44.23%	36.60%	29.52%	40.30%	30.34%	41.02%	47.29%
b. FY 1994 Reserve Component Officers								
Male								
Married	73.32%	74.76%	79.70%	78.73%	81.72%	81.86%	76.70%	70.53%
Unmarried	26.68%	25.24%	20.30%	21.27%	18.28%	18.14%	23.30%	29.46%
Female								
Married	50.15%	53.24%	51.38%	65.36%	57.20%	62.52%	54.37%	65.96%
Unmarried	49.85%	46.76%	48.62%	34.64%	42.80%	37.48%	45.63%	34.04%
TOTAL								
Married	71.21%	69.81%	75.02%	78.01%	78.81%	77.39%	72.93%	68.25%
Unmarried	28.79%	30.19%	24.98%	21.99%	21.19%	22.61%	27.07%	31.75%

* Comparison group for accessions includes 21-35 year old college graduates in the non-institutional civilian population, October 1993-September 1994.

Comparison group for active component officer corps includes college graduates in the civilian work force (21 years and older), September 1994.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File.

Table C-27. FY 1994 Selected Reserve Officer Accessions and Officers by Race/Ethnicity and Component with Civilian Comparison Groups

COMPONENT	RACE/ETHNICITY								TOTAL	
	WHITE		BLACK		HISPANIC		OTHER			
	#	%	#	%	#	%	#	%	#	%
a. FY 1994 Reserve Officer Accessions										
ARMY NATIONAL GUARD	2,697	84.28%	273	8.53%	127	3.97%	103	3.22%	3,200	100.00%
ARMY RESERVE	3,664	76.11%	566	11.76%	152	3.16%	432	8.97%	4,814	100.00%
NAVAL RESERVE	2,355	82.31%	91	3.18%	40	1.40%	375	13.11%	2,861	100.00%
MARINE CORPS RESERVE	624	90.30%	35	5.07%	14	2.03%	18	2.60%	691	100.00%
AIR NATIONAL GUARD	696	86.03%	59	7.29%	22	2.72%	32	3.96%	809	100.00%
AIR FORCE RESERVE	1,917	87.86%	118	5.41%	59	2.70%	88	4.03%	2,182	100.00%
TOTAL DoD	11,953	82.11%	1,142	7.85%	414	2.84%	1,048	7.20%	14,557	100.00%
CIVILIAN COLLEGE GRADUATES*	10,866,784	82.28%	970,580	7.35%	579,837	4.39%	789,931	5.98%	13,207,131	100.00%
b. FY 1994 Reserve Component Officers										
ARMY NATIONAL GUARD	31,721	86.47%	2,693	7.34%	1,427	3.89%	845	2.30%	36,686	100.00%
ARMY RESERVE	39,401	80.74%	5,881	12.05%	1,431	2.93%	2,087	4.28%	48,800	100.00%
NAVAL RESERVE	18,730	89.10%	668	3.18%	288	1.37%	1,335	6.35%	21,021	100.00%
MARINE CORPS RESERVE	3,081	91.92%	150	4.47%	72	2.15%	49	1.46%	3,352	100.00%
AIR NATIONAL GUARD	12,626	90.99%	581	4.19%	355	2.56%	314	2.26%	13,876	100.00%
AIR FORCE RESERVE	14,661	90.44%	788	4.86%	370	2.28%	391	2.41%	16,210	100.00%
TOTAL DoD	120,220	85.91%	10,761	7.69%	3,943	2.82%	5,021	3.59%	139,945	100.00%
CIVILIAN COLLEGE GRADUATES**	27,410,334	84.60%	2,295,686	7.09%	1,165,005	3.60%	1,529,489	4.72%	32,400,513	100.00%

* Comparison group for accessions includes 21-35 year old college graduates in the non-institutional civilian population, October 1993-September 1994.

** Comparison group for reserve component officers includes college graduates in the civilian work force (21 years and older), September 1994.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File.

* Comparison group for accessions includes 21-35 year old college graduates in the non-institutional civilian population, October 1993-September 1994.

** Comparison group for reserve component officers includes college graduates in the civilian work force (21 years and older), September 1994.
Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File.

Table C-28. FY 1994 Selected Reserve Officer Accessions and Officers by Education and Component

COMPONENT	EDUCATION									
	LESS THAN		COLLEGE GRADUATE		COLLEGE GRADUATE		GREATER THAN		UNKNOWN	
	#	%	#	%	#	%	#	%	#	%
a. FY 1994 Reserve Officer Accessions										
ARMY NATIONAL GUARD	1,006	31.44%	1,845	57.66%	349	10.91%	0	0.00%	3,200	100.00%
ARMY RESERVE	534	11.09%	2,404	49.94%	932	19.36%	944	19.61%	4,814	100.00%
NAVAL RESERVE	2	0.07%	936	32.72%	759	26.53%	1,164	40.69%	2,861	100.00%
MARINE CORPS RESERVE	17	2.46%	538	77.86%	130	18.81%	6	0.87%	691	100.00%
AIR NATIONAL GUARD	197	24.35%	456	56.37%	154	19.04%	2	0.25%	809	100.00%
AIR FORCE RESERVE	135	6.19%	1,314	60.22%	715	32.77%	18	0.82%	2,182	100.00%
TOTAL DoD	1,891	12.99%	7,493	51.47%	3,039	20.88%	2,134	14.66%	14,557	100.00%
b. FY 1994 Reserve Component Officers										
ARMY NATIONAL GUARD	10,601	28.90%	19,631	53.51%	6,454	17.59%	0	0.00%	36,686	100.00%
ARMY RESERVE	4,956	10.16%	23,105	47.35%	13,025	26.69%	7,714	15.81%	48,800	100.00%
NAVAL RESERVE	19	0.09%	12,041	57.28%	7,077	33.67%	1,884	8.96%	21,021	100.00%
MARINE CORPS RESERVE	55	1.64%	2,373	70.79%	907	27.06%	17	0.51%	3,352	100.00%
AIR NATIONAL GUARD	1,051	7.57%	8,830	63.64%	3,942	28.41%	53	0.38%	13,876	100.00%
AIR FORCE RESERVE	493	3.04%	8,098	49.96%	7,565	46.67%	54	0.33%	16,210	100.00%
TOTAL DoD	17,175	12.27%	74,078	52.93%	38,970	27.85%	9,722	6.95%	139,945	100.00%

Rows may not add to totals due to rounding.

Table C-29. FY 1994 Selected Reserve Officer Accessions by Occupational Area and Component

COMPONENT	General Officers*	OCCUPATIONAL AREA								Non-Occupational**	TOTAL
		Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Administration	Supply, Procurement, and Allied			
a. Number											
ARMY NATIONAL GUARD	2	958	97	187	65	304	113	169	1,304	3,199	
ARMY RESERVE	0	1,098	271	393	235	1,167	352	480	818	4,814	
NAVAL RESERVE	0	1,002	237	208	136	851	212	166	49	2,861	
MARINE CORPS RESERVE	0	366	30	34	36	0	43	124	41	674	
AIR NATIONAL GUARD	0	210	19	47	33	140	36	28	295	808	
AIR FORCE RESERVE	1	543	193	257	110	675	125	125	150	2,179	
TOTAL DoD	3	4,177	847	1,126	615	3,137	881	1,092	2,657	14,535	
b. Percent											
ARMY NATIONAL GUARD	0.06%	29.95%	3.03%	5.85%	2.03%	9.50%	3.53%	5.28%	40.76%	100.00%	
ARMY RESERVE	0.00%	22.81%	5.63%	8.16%	4.88%	24.24%	7.31%	9.97%	16.99%	100.00%	
NAVAL RESERVE	0.00%	35.02%	8.28%	7.27%	4.75%	29.74%	7.41%	5.80%	1.71%	100.00%	
MARINE CORPS RESERVE	0.00%	54.30%	4.45%	5.04%	5.34%	0.00%	6.38%	18.40%	6.08%	100.00%	
AIR NATIONAL GUARD	0.00%	25.99%	2.35%	5.82%	4.08%	17.33%	4.46%	3.47%	36.51%	100.00%	
AIR FORCE RESERVE	0.05%	24.92%	8.86%	11.79%	5.05%	30.98%	5.74%	5.74%	6.88%	100.00%	
TOTAL DoD	0.02%	28.74%	5.83%	7.75%	4.23%	21.58%	6.06%	7.51%	18.28%	100.00%	

* Calculations do not include 22 O-6 officers classified as general or executive officers by the Services (1 - ARNG, 17 - USMCR, 1 - ANG, 3 - USAFR).

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

* Calculations do not include 22 O-6 officers classified as general or executive officers by the Services (1 - ARNG, 17 - USMCR, 1 - ANG, 3 - USAFR).

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table C-30. FY 1994 Selected Reserve Officers by Occupational Area and Component

COMPONENT	General Officers*	OCCUPATIONAL AREA							Non-Occupational**	TOTAL
		Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Administration	Supply, Procurement, and Allied		
a. Number										
ARMY NATIONAL GUARD	169	18,015	892	3,189	1,212	3,991	2,565	3,648	2,997	36,678
ARMY RESERVE	110	11,507	2,233	4,139	3,342	15,101	4,464	5,423	2,480	48,799
NAVAL RESERVE	46	6,724	2,274	3,015	813	4,357	1,834	1,608	350	21,021
MARINE CORPS RESERVE	10	1,756	140	200	173	0	228	452	161	3,120
AIR NATIONAL GUARD	117	5,616	327	2,040	547	1,939	1,822	846	348	13,602
AIR FORCE RESERVE	73	4,429	1,229	1,970	1,481	4,326	1,177	1,313	55	16,053
TOTAL DoD	525	48,047	7,095	14,553	7,568	29,714	12,090	13,290	6,391	139,273
b. Percent										
ARMY NATIONAL GUARD	0.46%	49.12%	2.43%	8.69%	3.30%	10.88%	6.99%	9.95%	8.17%	100.00%
ARMY RESERVE	0.23%	23.58%	4.58%	8.48%	6.85%	30.95%	9.15%	11.11%	5.08%	100.00%
NAVAL RESERVE	0.22%	31.99%	10.82%	14.34%	3.87%	20.73%	8.72%	7.65%	1.67%	100.00%
MARINE CORPS RESERVE	0.32%	56.28%	4.49%	6.41%	5.54%	0.00%	7.31%	14.49%	5.16%	100.00%
AIR NATIONAL GUARD	0.86%	41.29%	2.40%	15.00%	4.02%	14.26%	13.40%	6.22%	2.56%	100.00%
AIR FORCE RESERVE	0.45%	27.59%	7.66%	12.27%	9.23%	26.95%	7.33%	8.18%	0.34%	100.00%
TOTAL DoD	0.38%	34.50%	5.09%	10.45%	5.43%	21.34%	8.68%	9.54%	4.59%	100.00%

* Calculations do not include 672 O-6 officers classified as general or executive officers by the Services. (8 - ARNG, 1 - USAR, 232 - USMCR, 274 - ANG, 157 - USAFR).

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table C-31. FY 1994 Selected Reserve Officers by Occupational Area, Component, and Gender

a. Number

GENDER	OCCUPATIONAL AREA									
	General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Administration	Supply, Procurement, and Allied	Non-Occupational**	TOTAL
ARMY NATIONAL GUARD										
Male	168	17,861	808	2,814	1,181	2,774	2,000	3,094	2,635	33,335
Female	1	154	84	375	31	1,217	565	554	362	3,343
Total	169	18,015	892	3,189	1,212	3,991	2,565	3,648	2,997	36,678
ARMY RESERVE										
Male	109	11,340	1,868	3,605	3,081	7,837	3,202	4,423	2,104	37,569
Female	1	167	365	534	261	7,264	1,262	1,000	376	11,230
Total	110	11,507	2,233	4,139	3,342	15,101	4,464	5,423	2,480	48,799
NAVAL RESERVE										
Male	45	6,592	1,961	2,890	733	2,422	1,148	1,434	324	17,549
Female	1	132	313	125	80	1,935	686	174	26	3,472
Total	46	6,724	2,274	3,015	813	4,357	1,834	1,608	350	21,021
MARINE CORPS RESERVE										
Male	10	1,745	120	180	162	0	158	417	156	2,948
Female	0	11	20	20	11	0	70	35	5	172
Total	10	1,756	140	200	173	0	228	452	161	3,120
AIR NATIONAL GUARD										
Male	115	5,488	260	1,873	511	1,212	1,434	735	322	11,950
Female	2	128	67	167	36	727	388	111	26	1,652
Total	117	5,616	327	2,040	547	1,939	1,822	846	348	13,602
AIR FORCE RESERVE										
Male	72	4,236	974	1,743	1,336	1,970	850	1,075	48	12,304
Female	1	193	255	227	145	2,356	327	238	7	3,749
Total	73	4,429	1,229	1,970	1,481	4,326	1,177	1,313	55	16,053
TOTAL DoD										
Male	519	47,262	5,991	13,105	7,004	16,215	8,792	11,178	5,589	115,655
Female	6	785	1,104	1,448	564	13,499	3,298	2,112	802	23,618
Total	525	48,047	7,095	14,553	7,568	29,714	12,090	13,290	6,391	139,273

* Calculations do not include 664 male and 8 female O-6 officers classified as general or executive officers by the Services (7 male, 1 female - ARNG; 1 male - USAR; 225 male, 7 female - USMCR; 274 male ANG; 157 male USAFR).

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Table C-31 (Continued). FY 1994 Selected Reserve Officers by Occupational Area, Component, and Gender

b. Percent	GENDER	OCCUPATIONAL AREA									
		General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin-istration	Supply, Procurement, and Allied	Non-Occupational**	TOTAL
ARMY NATIONAL GUARD											
	Male	0.50%	53.58%	2.42%	8.44%	3.54%	8.32%	6.00%	9.28%	7.90%	100.00%
	Female	0.03%	4.61%	2.51%	11.22%	0.93%	36.40%	16.90%	16.57%	10.83%	100.00%
	Total	0.46%	49.12%	2.43%	8.69%	3.30%	10.88%	6.99%	9.95%	8.17%	100.00%
ARMY RESERVE											
	Male	0.29%	30.18%	4.97%	9.60%	8.20%	20.86%	8.52%	11.77%	5.60%	100.00%
	Female	0.01%	1.49%	3.25%	4.76%	2.32%	64.68%	11.24%	8.90%	3.35%	100.00%
	Total	0.23%	23.58%	4.58%	8.48%	6.85%	30.95%	9.15%	11.11%	5.08%	100.00%
NAVAL RESERVE											
	Male	0.26%	37.56%	11.17%	16.47%	4.18%	13.80%	6.54%	8.17%	1.85%	100.00%
	Female	0.03%	3.80%	9.01%	3.60%	2.30%	55.73%	19.76%	5.01%	0.75%	100.00%
	Total	0.22%	31.99%	10.82%	14.34%	3.87%	20.73%	8.72%	7.65%	1.67%	100.00%
MARINE CORPS RESERVE											
	Male	0.34%	59.19%	4.07%	6.11%	5.50%	0.00%	5.36%	14.15%	5.29%	100.00%
	Female	0.00%	6.40%	11.63%	11.63%	6.40%	0.00%	40.70%	20.35%	2.91%	100.00%
	Total	0.32%	56.28%	4.49%	6.41%	5.54%	0.00%	7.31%	14.49%	5.16%	100.00%
AIR NATIONAL GUARD											
	Male	0.96%	45.92%	2.18%	15.67%	4.28%	10.14%	12.00%	6.15%	2.69%	100.00%
	Female	0.12%	7.75%	4.06%	10.11%	2.18%	44.01%	23.49%	6.72%	1.57%	100.00%
	Total	0.86%	41.29%	2.40%	15.00%	4.02%	14.26%	13.40%	6.22%	2.56%	100.00%
AIR FORCE RESERVE											
	Male	0.59%	34.43%	7.92%	14.17%	10.86%	16.01%	6.91%	8.74%	0.39%	100.00%
	Female	0.03%	5.15%	6.80%	6.05%	3.87%	62.84%	8.72%	6.35%	0.19%	100.00%
	Total	0.45%	27.59%	7.66%	12.27%	9.23%	26.95%	7.33%	8.18%	0.34%	100.00%
TOTAL DoD											
	Male	0.45%	40.86%	5.18%	11.33%	6.06%	14.02%	7.60%	9.66%	4.83%	100.00%
	Female	0.03%	3.32%	4.67%	6.13%	2.39%	57.16%	13.96%	8.94%	3.40%	100.00%
	Total	0.38%	34.50%	5.09%	10.45%	5.43%	21.34%	8.68%	9.54%	4.59%	100.00%

* Calculations do not include 664 male and 8 female O-6 officers classified as general or executive officers by the Services (7 male, 1 female - ARNG; 1 male - USAR; 225 male, 7 female - USMCR; 274 male ANG; 157 male USAFR).

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Rows may not add to totals due to rounding.

Table C-32. FY 1994 Selected Reserve Officers by Occupational Area, Component, and Race/Ethnicity

a. Number

RACE/ETHNICITY	OCCUPATIONAL AREA									Non-Occupational**	TOTAL
	General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin-istration	Procurement, and Allied	Supply,		
ARMY NATIONAL GUARD											
White	151	16,076	811	2,657	1,111	3,381	2,029	2,990	2,509		31,715
Black	9	895	28	344	50	335	322	431	279		2,693
Hispanic	8	670	30	131	31	173	139	141	102		1,425
Other	1	374	23	57	20	102	75	86	107		845
Total	169	18,015	892	3,189	1,212	3,991	2,565	3,648	2,997		36,678
ARMY RESERVE											
White	103	9,898	1,994	3,257	3,017	11,692	3,370	4,093	1,976		39,400
Black	3	954	101	564	198	2,048	804	937	272		5,881
Hispanic	2	280	56	148	52	455	145	230	63		1,431
Other	2	375	82	170	75	906	145	163	169		2,087
Total	110	11,507	2,233	4,139	3,342	15,101	4,464	5,423	2,480		48,799
NAVAL RESERVE											
White	44	6,110	2,075	2,739	687	3,757	1,591	1,424	303		18,730
Black	1	155	54	60	47	166	105	70	10		668
Hispanic	0	91	21	39	15	66	35	14	7		288
Other	1	368	124	177	64	368	103	100	30		1,335
Total	46	6,724	2,274	3,015	813	4,357	1,834	1,608	350		21,021
MARINE CORPS RESERVE											
White	9	1,626	132	175	161	0	204	402	143		2,852
Black	0	62	3	17	6	0	18	32	10		148
Hispanic	1	43	5	5	4	0	3	8	3		72
Other	0	25	0	3	2	0	3	10	5		48
Total	10	1,756	140	200	173	0	228	452	161		3,120
AIR NATIONAL GUARD											
White	109	5,314	299	1,828	500	1,730	1,547	715	315		12,357
Black	5	104	11	86	24	101	159	75	14		579
Hispanic	3	104	11	59	10	49	79	30	8		353
Other	0	94	6	67	13	59	37	26	11		313
Total	117	5,616	327	2,040	547	1,939	1,822	846	348		13,602
AIR FORCE RESERVE											
White	71	4,209	1,129	1,774	1,370	3,697	1,038	1,167	51		14,506
Black	1	76	45	84	61	332	90	95	3		787
Hispanic	1	86	25	56	25	114	28	33	1		369
Other	0	58	30	56	25	183	21	18	0		391
Total	73	4,429	1,229	1,970	1,481	4,326	1,177	1,313	55		16,053
TOTAL DoD											
White	487	43,233	6,440	12,430	6,846	24,257	9,779	10,791	5,297		119,560
Black	19	2,246	242	1,155	386	2,982	1,498	1,640	588		10,756
Hispanic	15	1,274	148	438	137	857	429	456	184		3,938
Other	4	1,294	265	530	199	1,618	384	403	322		5,019
Total	525	48,047	7,095	14,553	7,568	29,714	12,090	13,290	6,391		139,273
* Calculations do not include 660 White, 5 Black, 5 Hispanic and 2 Other O-6 officers classified as general or executive officers by the Services (6 White, 2 Hispanic - ARNG; 1 White - USAR; 229 White, 2 Black, 1 Other - USMCR; 269 White, 2 Black, 2 Hispanic, 1 Other - ANG; 155 White, 1 Black, 1 Hispanic - USAFR).											
** Non-occupational includes patients, students, those with unassigned duties, and unknowns.											

* Calculations do not include 660 White, 5 Black, 5 Hispanic and 2 Other O-6 officers classified as general or executive officers by the Services (6 White, 2 Hispanic - ARNG; 1 White - USAR; 229 White, 2 Black, 1 Other - USMCR; 269 White, 2 Black, 2 Hispanic, 1 Other - ANG; 155 White, 1 Black, 1 Hispanic - USAFR).

** Non-occupational includes patients, students, those with unassigned duties, and unknowns.

Table C-32 (Continued). FY 1994 Selected Reserve Officers by Occupational Area, Component, and Race/Ethnicity

b. Percent	RACE/ETHNICITY	OCCUPATIONAL AREA									TOTAL
		General Officers*	Tactical Operations	Intelligence	Engineering and Maintenance	Scientists and Professionals	Health Care	Admin- istration	Supply, Procurement, and Allied	Non- Occupational**	
ARMY NATIONAL GUARD											
White	0.48%	50.69%	2.56%	8.38%	3.50%	10.66%	6.40%	9.43%	7.91%	100.00%	
Black	0.33%	33.23%	1.04%	12.77%	1.86%	12.44%	11.96%	16.00%	10.36%	100.00%	
Hispanic	0.56%	47.02%	2.11%	9.19%	2.18%	12.14%	9.75%	9.89%	7.16%	100.00%	
Other	0.12%	44.26%	2.72%	6.75%	2.37%	12.07%	8.88%	10.18%	12.66%	100.00%	
Total	0.46%	49.12%	2.43%	8.69%	3.30%	10.88%	6.99%	9.95%	8.17%	100.00%	
ARMY RESERVE											
White	0.26%	25.12%	5.06%	8.27%	7.66%	29.68%	8.55%	10.39%	5.02%	100.00%	
Black	0.05%	16.22%	1.72%	9.59%	3.37%	34.82%	13.67%	15.93%	4.63%	100.00%	
Hispanic	0.14%	19.57%	3.91%	10.34%	3.63%	31.80%	10.13%	16.07%	4.40%	100.00%	
Other	0.10%	17.97%	3.93%	8.15%	3.59%	43.41%	6.95%	7.81%	8.10%	100.00%	
Total	0.23%	23.58%	4.58%	8.48%	6.85%	30.95%	9.15%	11.11%	5.08%	100.00%	
NAVAL RESERVE											
White	0.23%	32.62%	11.08%	14.62%	3.67%	20.06%	8.49%	7.60%	1.62%	100.00%	
Black	0.15%	23.20%	8.08%	8.98%	7.04%	24.85%	15.72%	10.48%	1.50%	100.00%	
Hispanic	0.00%	31.60%	7.29%	13.54%	5.21%	22.92%	12.15%	4.86%	2.43%	100.00%	
Other	0.07%	27.57%	9.29%	13.26%	4.79%	27.57%	7.72%	7.49%	2.25%	100.00%	
Total	0.22%	31.99%	10.82%	14.34%	3.87%	20.73%	8.72%	7.65%	1.67%	100.00%	
MARINE CORPS RESERVE											
White	0.32%	57.01%	4.63%	6.14%	5.65%	0.00%	7.15%	14.10%	5.01%	100.00%	
Black	0.00%	41.89%	2.03%	11.49%	4.05%	0.00%	12.16%	21.62%	6.76%	100.00%	
Hispanic	1.39%	59.72%	6.94%	6.94%	5.56%	0.00%	4.17%	11.11%	4.17%	100.00%	
Other	0.00%	52.08%	0.00%	6.25%	4.17%	0.00%	6.25%	20.83%	10.42%	100.00%	
Total	0.32%	56.28%	4.49%	6.41%	5.54%	0.00%	7.31%	14.49%	5.16%	100.00%	
AIR NATIONAL GUARD											
White	0.88%	43.00%	2.42%	14.79%	4.05%	14.00%	12.52%	5.79%	2.55%	100.00%	
Black	0.86%	17.96%	1.90%	14.85%	4.15%	17.44%	27.46%	12.95%	2.42%	100.00%	
Hispanic	0.85%	29.46%	3.12%	16.71%	2.83%	13.88%	22.38%	8.50%	2.27%	100.00%	
Other	0.00%	30.03%	1.92%	21.41%	4.15%	18.85%	11.82%	8.31%	3.51%	100.00%	
Total	0.86%	41.29%	2.40%	15.00%	4.02%	14.26%	13.40%	6.22%	2.56%	100.00%	
AIR FORCE RESERVE											
White	0.49%	29.02%	7.78%	12.23%	9.44%	25.49%	7.16%	8.04%	0.35%	100.00%	
Black	0.13%	9.66%	5.72%	10.67%	7.75%	42.19%	11.44%	12.07%	0.38%	100.00%	
Hispanic	0.27%	23.31%	6.78%	15.18%	6.78%	30.89%	7.59%	8.94%	0.27%	100.00%	
Other	0.00%	14.83%	7.67%	14.32%	6.39%	46.80%	5.37%	4.60%	0.00%	100.00%	
Total	0.45%	27.59%	7.66%	12.27%	9.23%	26.95%	7.33%	8.18%	0.34%	100.00%	
TOTAL DoD											
White	0.41%	36.16%	5.39%	10.40%	5.73%	20.29%	8.18%	9.03%	4.43%	100.00%	
Black	0.18%	20.88%	2.25%	10.74%	3.59%	27.72%	13.93%	15.25%	5.47%	100.00%	
Hispanic	0.38%	32.35%	3.76%	11.12%	3.48%	21.76%	10.89%	11.58%	4.67%	100.00%	
Other	0.08%	25.78%	5.28%	10.56%	3.96%	32.24%	7.65%	8.03%	6.42%	100.00%	
Total	0.38%	34.50%	5.09%	10.45%	5.43%	21.34%	8.68%	9.54%	4.59%	100.00%	
** Calculations do not include 660 White, 5 Black, 5 Hispanic and 2 Other O-6 officers classified as general or executive officers by the Services (6 White, 2 Hispanic - ARNG; 1 White - USAR;											
229 White, 2 Black, 1 Other - USMCR; 269 White, 2 Black, 2 Hispanic, 1 Other - ANG; 155 White, 1 Black, 1 Hispanic - USAFR).											
* Non-occupational includes patients, students, those with unassigned duties, and unknowns. Rows may not add to totals due to rounding.											

* Calculations do not include 660 White, 5 Black, 5 Hispanic and 2 Other O-6 officers classified as general or executive officers by the Services (6 White, 2 Hispanic - ARNG; 1 White - USAR; 229 White, 2 Black, 1 Other - USMCR; 269 White, 2 Black, 2 Hispanic, 1 Other - ANG; 155 White, 1 Black, 1 Hispanic - USAFR).

** Non-occupational includes patients, students, those with unassigned duties, and unknowns. Rows may not add to totals due to rounding.

Table C-33. FY 1994 Selected Reserve Officer Accessions by Source of Commission and Component

a. Number	COMPONENT	SOURCE OF COMMISSION							TOTAL
		Academy	ROTC Scholarship	ROTC Non- Scholarship	OCS/OTS/ PLC	ANG AMS/ ARNG OCS	Direct Appointment	Other	
	ARMY NATIONAL GUARD	64	197	1,170	243	894	559	37	3,200
	ARMY RESERVE	142	311	880	203	123	1,147	184	4,814
	NAVAL RESERVE	255	356	92	613	0	1,277	120	2,861
	MARINE CORPS RESERVE	28	0	74	589	0	0	0	691
	AIR NATIONAL GUARD	50	26	123	92	291	213	14	809
	AIR FORCE RESERVE	132	252	426	442	36	886	8	2,182
	TOTAL DoD	671	1,142	2,765	2,182	1,344	4,082	363	14,557
b. Percent									
	ARMY NATIONAL GUARD	2.00%	6.16%	36.56%	7.59%	27.94%	17.47%	1.16%	100.00%
	ARMY RESERVE	2.95%	6.46%	18.28%	4.22%	2.56%	23.83%	3.82%	100.00%
	NAVAL RESERVE	8.91%	12.44%	3.22%	21.43%	0.00%	44.63%	4.19%	100.00%
	MARINE CORPS RESERVE	4.05%	0.00%	10.71%	85.24%	0.00%	0.00%	0.00%	100.00%
	AIR NATIONAL GUARD	6.18%	3.21%	15.20%	11.37%	35.97%	26.33%	1.73%	100.00%
	AIR FORCE RESERVE	6.05%	11.55%	19.52%	20.26%	1.65%	40.60%	0.37%	100.00%
	TOTAL DoD	4.61%	7.85%	18.99%	14.99%	9.23%	28.04%	2.49%	100.00%

Rows may not add to totals due to rounding.

Table C-34. FY 1994 Selected Reserve Warrant Officer Accessions and Warrant Officers by Gender and Component with Civilian Comparison Groups

GENDER	COMPONENT						TOTAL DoD	CIVILIAN LABOR FORCE*	
	ARNG	USAR	USNR	USMCR	ANG	USAFR			
a. FY 1994 Reserve Warrant Officer Accessions									
Male									
Number	506	380	61	54	0	0	1,001	36,273,263	
Percent	96.20%	92.46%	96.83%	88.52%	NA	NA	94.34%	54.40%	
Female									
Number	20	31	2	7	0	0	60	30,406,661	
Percent	3.80%	7.54%	3.17%	11.48%	NA	NA	5.66%	45.60%	
TOTAL									
Number	526	411	63	61	0	0	1,061	66,679,924	
Percent	100.00%	100.00%	100.00%	100.00%	NA	NA	100.00%	100.00%	
b. FY 1994 Reserve Component Warrant Officers									
Male									
Number	8,582	3,953	297	461	0	0	13,293	54,959,253	
Percent	96.95%	93.96%	97.06%	92.38%	NA	NA	95.88%	53.73%	
Female									
Number	270	254	9	38	0	0	571	47,321,332	
Percent	3.05%	6.04%	2.94%	7.62%	NA	NA	4.12%	46.27%	
TOTAL									
Number	8,852	4,207	306	499	0	0	13,864	102,280,585	
Percent	100.00%	100.00%	100.00%	100.00%	NA	NA	100.00%	100.00%	

* Comparison group for accessions includes 20-39 year old members of the civilian labor force, October 1993-September 1994.
Comparison group for active component warrant officers includes 18-49 year old members of the civilian labor force, September 1994.
Source: Civilian data from Bureau of Labor Statistics Current Population Survey File.

Table C-35. FY 1994 Selected Reserve Warrant Officer Accessions and Warrant Officers by Race/Ethnicity and Component with Civilian Comparison Groups

COMPONENT	RACE/ETHNICITY								TOTAL	
	WHITE		BLACK		HISPANIC		OTHER			
	#	%	#	%	#	%	#	%	#	%
a. FY 1994 Reserve Warrant Officer Accessions										
ARMY NATIONAL GUARD	467	88.78%	21	3.99%	21	3.99%	17	3.23%	526	100.00%
ARMY RESERVE	357	86.86%	24	5.84%	15	3.65%	15	3.65%	411	100.00%
NAVAL RESERVE	23	36.51%	3	4.76%	0	0.00%	37	58.73%	63	100.00%
MARINE CORPS RESERVE	51	83.61%	5	8.20%	3	4.92%	2	3.28%	61	100.00%
AIR NATIONAL GUARD	0	NA	0	NA	0	NA	0	NA	0	NA
AIR FORCE RESERVE	0	NA	0	NA	0	NA	0	NA	0	NA
TOTAL DoD	898	84.64%	53	5.00%	39	3.68%	71	6.69%	1,061	100.00%
20-39 YR OLD CIVILIANS*	49,337,159	73.99%	8,009,084	12.01%	7,064,733	10.59%	2,268,948	3.40%	66,679,924	100.00%
b. FY 1994 Reserve Component Warrant Officers										
ARMY NATIONAL GUARD	8,276	93.49%	218	2.46%	216	2.44%	142	1.60%	8,852	100.00%
ARMY RESERVE	3,724	88.52%	260	6.18%	95	2.26%	128	3.04%	4,207	100.00%
NAVAL RESERVE	260	84.97%	6	1.96%	6	1.96%	34	11.11%	306	100.00%
MARINE CORPS RESERVE	430	86.17%	42	8.42%	16	3.21%	11	2.20%	499	100.00%
AIR NATIONAL GUARD	0	NA	0	NA	0	NA	0	NA	0	NA
AIR FORCE RESERVE	0	NA	0	NA	0	NA	0	NA	0	NA
TOTAL DoD	12,690	91.53%	526	3.79%	333	2.40%	315	2.27%	13,864	100.00%
18-49 YR OLD CIVILIANS**	76,854,653	75.14%	11,788,186	11.53%	10,280,958	10.05%	3,356,788	3.28%	102,280,585	100.00%

* Comparison group for accessions includes 20-39 year old members of the civilian labor force, October 1993-September 1994.

** Comparison group for active component warrant officers includes 18-49 year old members of the civilian labor force, September 1994.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File.

* Comparison group for accessions includes 20-39 year old members of the civilian labor force, October 1993-September 1994.

** Comparison group for active component warrant officers includes 18-49 year old members of the civilian labor force, September 1994.

Rows may not add to totals due to rounding.

Source: Civilian data from Bureau of Labor Statistics Current Population Survey File.

Appendix D - Tables: Longitudinal Data

Table D-1. Number of 18-Year-Old Youth by Gender and Military Accession Requirements, 1950-2010 (in Thousands)

YEAR	18-YEAR-OLD CIVILIANS		ACCESSION REQUIREMENTS	YEAR	18-YEAR-OLD CIVILIANS		ACCESSION REQUIREMENTS
	MALE	FEMALE			MALE	FEMALE	
1950	1090	1074		1981	2128	2058	305
1951	1049	1036		1982	2107	2030	305
1952	1037	1021		1983	2022	1955	303
1953	1089	1071		1984	1922	1852	305
1954	1075	1060	576	1985	1877	1809	301
1955	1074	1068	623	1986	1849	1774	314
1956	1132	1113	482	1987	1892	1812	296
1957	1148	1126	457	1988	1947	1856	271
1958	1164	1143	367	1989	1994	1894	278
1959	1228	1203	392	1990	1849	1755	224
1960	1323	1289	389	1991	1740	1651	206
1961	1507	1469	395	1992	1696	1615	202
1962	1424	1393	519	1993	1740	1653	203
1963	1409	1377	370	1994	1716	1633	176
1964	1398	1365	477	1995	1796	1710	165
1965	1929	1876	414	1996	1812	1726	200
1966	1792	1743	903	1997	1869	1780	208
1967	1794	1751	770	1998	1965	1872	194
1968	1791	1749	843	1999	1965	1873	197
1969	1858	1818	822	2000	2011	1918	204
1970	1914	1868	632	2001	2016	1922	208
1971	1962	1917	544	2002	1982	1889	
1972	2010	1966	418	2003	2046	1950	
1973	2052	2000	406	2004	2060	1962	
1974	2078	2024	389	2005	2071	1974	
1975	2159	2097	410	2006	2103	2006	
1976	2164	2101	393	2007	2156	2053	
1977	2159	2099	495	2008	2249	2140	
1978	2157	2090	306	2008	2252	2142	
1979	2196	2121	311	2010	2220	2113	
1980	2156	2089	361				

Sources: America's Volunteers: A Report on the All-Volunteer Forces, (Washington, DC: DoD, Dec 1978); Patterson, D.A., & Haskins, J.A., The Air Force, Conscript, and the All-Volunteer Force, (Montgomery, AL: Air University Press, Dec 1987); the Defense Manpower Data Center; and OASD (FMP)(MPP)(AP). Civilian data compiled by the Statistical Information Staff, Population Division, Bureau of the Census, Washington, DC (June 21, 1993). Accessions reported for 1954-1963 include males only; including females would increase accessions by less than 2 percent.

Table D-2. Ratio of NPS Active Component Enlisted Accessions to Applicants, FYs 1981-1994

FISCAL YEAR	ACCESSIONS	APPLICANTS	RATIO
1981	301,547	801,320	0.376
1982	301,387	751,915	0.401
1983	299,770	674,878	0.444
1984	300,762	566,030	0.531
1985	297,658	575,122	0.518
1986	312,754	568,284	0.550
1987	295,511	537,971	0.549
1988	271,244	446,455	0.608
1989	277,820	488,342	0.569
1990	223,725	424,672	0.527
1991	205,501	379,236	0.542
1992	201,622	341,040	0.591
1993	203,115	348,109	0.583
1994	176,409	315,816	0.559

Table D-3. NPS Active Component Enlisted Accessions by Race/Ethnicity with Civilian Comparison Group, FYs 1973-1994

a. Number

FISCAL YEAR	DoD				18-24 YR OLD CIVILIANS				
	White	Black	Hispanic	Other	TOTAL	White	Black	Hispanic	Other
1973	311,143	69,333	21,951	3,223	405,650	NA	NA	NA	NA
1974	280,346	81,138	21,846	5,388	388,718	NA	NA	NA	NA
1975	307,230	73,323	21,881	7,324	409,758	NA	NA	NA	NA
1976	267,221	51,749	69,776	4,616	393,362	NA	NA	NA	NA
1977	354,670	99,756	30,005	10,678	495,109	NA	NA	NA	NA
1978	209,935	70,019	18,638	7,052	305,644	22,016,610	3,414,210	1,669,270	514,560
1979	202,622	80,330	19,566	8,161	310,679	22,258,440	3,466,500	1,690,300	539,830
1980	253,734	79,563	16,993	10,455	360,745	22,744,370	3,645,680	1,942,520	670,780
1981	225,412	58,219	12,168	8,707	304,506	22,574,810	3,727,350	2,002,920	795,750
1982	228,530	57,514	10,898	8,517	305,459	22,533,640	3,826,620	1,993,930	728,540
1983	229,496	54,520	10,775	8,670	303,461	22,383,280	3,844,520	1,962,350	760,480
1984	228,226	55,717	11,674	9,446	305,063	21,442,740	3,751,520	2,355,850	799,170
1985	223,530	55,937	11,219	10,331	301,017	20,823,380	3,732,520	2,382,500	814,670
1986	229,560	59,922	13,155	11,140	313,777	20,065,290	3,642,170	2,560,480	758,360
1987	213,241	58,723	15,104	9,257	296,325	19,354,610	3,607,030	2,652,140	766,000
1988	190,831	56,419	15,284	8,710	271,244	18,687,490	3,505,657	2,614,779	874,016
1989	191,820	60,004	17,220	8,776	277,820	18,308,611	3,472,237	2,709,534	889,339
1990	155,014	46,213	15,544	6,954	223,725	18,030,299	3,493,823	2,708,565	850,963
1991	150,016	33,882	14,908	6,695	205,501	17,576,619	3,475,377	2,750,787	901,289
1992	146,225	33,467	15,305	6,625	201,622	17,209,448	3,458,851	2,761,473	947,194
1993	146,911	33,888	15,351	6,965	203,115	16,964,142	3,463,246	2,790,458	967,280
1994	124,749	31,624	13,547	6,489	176,409	17,176,858	3,558,868	3,253,751	1,022,177
									25,011,654

Source: Civilian data for 1978-1987 from Bureau of Labor Statistics Current Population Survey March Supplemental File; civilian data for 1988-1994 from monthly CPS files. Civilian data prior to 1989 represent calendar year.

Table D-3 (Continued). NPS Active Component Enlisted Accessions by Race/Ethnicity with Civilian Comparison Group, FYs 1973-1994

b. Percent

FISCAL YEAR	DoD				18-24 YR OLD CIVILIANS					
	White	Black	Hispanic	Other	TOTAL	White	Black	Hispanic	Other	TOTAL
1973	76.70%	17.09%	5.41%	0.79%	100.00%	NA	NA	NA	NA	NA
1974	72.12%	20.87%	5.62%	1.39%	100.00%	NA	NA	NA	NA	NA
1975	74.98%	17.89%	5.34%	1.79%	100.00%	NA	NA	NA	NA	NA
1976	67.93%	13.16%	17.74%	1.17%	100.00%	NA	NA	NA	NA	NA
1977	71.63%	20.15%	6.06%	2.16%	100.00%	NA	NA	NA	NA	NA
1978	68.69%	22.91%	6.10%	2.31%	100.00%	79.73%	12.36%	6.04%	1.86%	100.00%
1979	65.22%	25.86%	6.30%	2.63%	100.00%	79.62%	12.40%	6.05%	1.93%	100.00%
1980	70.34%	22.06%	4.71%	2.90%	100.00%	78.42%	12.57%	6.70%	2.31%	100.00%
1981	74.03%	19.12%	4.00%	2.86%	100.00%	77.57%	12.81%	6.88%	2.73%	100.00%
1982	74.82%	18.83%	3.57%	2.79%	100.00%	77.48%	13.16%	6.86%	2.51%	100.00%
1983	75.63%	17.97%	3.55%	2.86%	100.00%	77.32%	13.28%	6.78%	2.63%	100.00%
1984	74.81%	18.26%	3.83%	3.10%	100.00%	75.64%	13.23%	8.31%	2.82%	100.00%
1985	74.26%	18.58%	3.73%	3.43%	100.00%	75.03%	13.45%	8.58%	2.94%	100.00%
1986	73.16%	19.10%	4.19%	3.55%	100.00%	74.24%	13.48%	9.47%	2.81%	100.00%
1987	71.96%	19.82%	5.10%	3.12%	100.00%	73.37%	13.67%	10.05%	2.90%	100.00%
1988	70.35%	20.80%	5.63%	3.21%	100.00%	72.77%	13.65%	10.18%	3.40%	100.00%
1989	69.04%	21.60%	6.20%	3.16%	100.00%	72.14%	13.68%	10.68%	3.50%	100.00%
1990	69.29%	20.66%	6.95%	3.11%	100.00%	71.88%	13.93%	10.80%	3.39%	100.00%
1991	73.00%	16.49%	7.25%	3.26%	100.00%	71.15%	14.07%	11.13%	3.65%	100.00%
1992	72.52%	16.60%	7.59%	3.29%	100.00%	70.60%	14.19%	11.33%	3.89%	100.00%
1993	72.33%	16.68%	7.56%	3.43%	100.00%	70.14%	14.32%	11.54%	4.00%	100.00%
1994	70.72%	17.93%	7.68%	3.68%	100.00%	68.68%	14.23%	13.01%	4.09%	100.00%

Source: Civilian data for 1978-1987 from Bureau of Labor Statistics Current Population Survey March Supplemental File; civilian data for 1988-1994 from monthly CPS files. Civilian data prior to 1989 represent calendar year.

Rows may not add to totals due to rounding.

Table D-4. White NPS Active Component Enlisted Accessions by Service with Civilian Comparison Group, FYs 1973-1994

FISCAL YEAR	SERVICE										18-24 YR OLD	
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		CIVILIANS	
	#	%	#	%	#	%	#	%	#	%	#	%
1973	122,434	72.23%	78,962	84.32%	34,493	70.47%	75,254	80.45%	311,143	76.70%	NA	NA
1974	115,680	64.28%	75,441	83.78%	31,780	70.12%	57,445	78.29%	280,346	72.12%	NA	NA
1975	125,857	69.80%	81,242	82.52%	40,669	71.20%	59,462	80.50%	307,230	74.98%	NA	NA
1976	105,642	59.05%	69,962	76.56%	34,068	66.17%	57,549	80.40%	267,221	67.93%	NA	NA
1977	133,476	61.54%	105,303	81.45%	40,120	69.68%	75,771	82.93%	354,670	71.63%	NA	NA
1978	68,566	56.02%	62,718	80.35%	24,860	65.17%	53,791	80.24%	209,935	68.69%	79.73%	79.73%
1979	67,834	52.88%	59,533	77.34%	23,619	60.99%	51,636	77.43%	202,622	65.22%	79.62%	79.62%
1980	96,990	61.14%	70,854	80.03%	28,694	68.18%	57,196	80.00%	253,734	70.34%	78.42%	78.42%
1981	70,149	64.23%	69,703	81.05%	28,900	74.43%	56,660	80.40%	225,412	74.03%	77.57%	77.57%
1982	82,133	68.38%	64,387	80.39%	28,729	75.69%	53,281	79.18%	228,530	74.82%	77.48%	77.48%
1983	95,128	71.71%	57,780	78.18%	28,050	76.58%	48,538	80.53%	229,496	75.63%	77.32%	77.32%
1984	91,781	70.77%	59,069	76.55%	29,381	75.11%	47,995	81.21%	228,226	74.81%	75.64%	75.64%
1985	84,168	70.68%	63,013	75.98%	25,080	73.65%	51,269	78.93%	223,530	74.26%	75.03%	75.03%
1986	89,084	70.29%	64,953	73.55%	25,429	73.35%	50,094	78.21%	229,560	73.16%	74.24%	74.24%
1987	83,203	69.12%	62,110	70.78%	24,246	72.32%	43,682	79.90%	213,241	71.96%	73.37%	73.37%
1988	70,818	66.98%	62,285	69.38%	24,896	71.21%	32,832	80.52%	190,831	70.35%	72.77%	72.77%
1989	72,933	65.08%	60,218	67.20%	23,541	71.46%	35,108	81.30%	191,820	69.04%	72.14%	72.14%
1990	55,465	65.63%	47,092	66.74%	23,280	70.76%	29,177	81.62%	155,014	69.29%	71.88%	71.88%
1991	54,944	70.77%	48,420	70.72%	22,018	74.30%	24,634	82.79%	150,016	73.00%	71.15%	71.15%
1992	53,467	69.82%	40,331	68.98%	23,792	74.89%	28,635	82.24%	146,225	72.52%	70.60%	70.60%
1993	51,366	69.47%	44,718	70.81%	25,926	74.64%	24,901	79.58%	146,911	72.33%	70.14%	70.14%
1994	41,199	67.10%	37,375	69.87%	23,214	73.10%	22,961	77.16%	124,749	70.72%	68.68%	68.68%

Source: Civilian data for 1978-1987 from Bureau of Labor Statistics Current Population Survey March Supplemental File; civilian data for 1988-1994 from monthly CPS files.
Civilian data prior to 1989 represent calendar year.

Table D-5. Black NPS Active Component Enlisted Accessions by Service with Civilian Comparison Group, FYs 1973-1994

FISCAL YEAR	SERVICE										TOTAL DoD		18-24 YR OLD CIVILIANS	
	ARMY		NAVY		MARINE CORPS		AIR FORCE		#	%	#	%		
	#	%	#	%	#	%	#	%						
1973	35,031	20.67%	10,275	10.97%	10,504	21.46%	13,523	14.46%	69,333	17.09%	NA	NA		
1974	49,237	27.36%	9,984	11.09%	9,754	21.52%	12,163	16.58%	81,138	20.87%	NA	NA		
1975	41,059	22.77%	10,000	10.16%	11,485	20.11%	10,779	14.59%	73,323	17.89%	NA	NA		
1976	33,112	18.51%	5,612	6.14%	6,271	12.18%	6,754	9.44%	51,749	13.16%	NA	NA		
1977	63,561	29.31%	14,450	11.18%	11,495	19.96%	10,250	11.22%	99,756	20.15%	NA	NA		
1978	41,841	34.18%	9,924	12.71%	9,158	24.01%	9,096	13.57%	70,019	22.91%	12.36%	12.36%		
1979	47,054	36.68%	12,012	15.60%	10,679	27.58%	10,585	15.87%	80,330	25.86%	12.40%	12.40%		
1980	46,988	29.62%	12,116	13.68%	9,722	23.10%	10,737	15.02%	79,563	22.06%	12.57%	12.57%		
1981	30,298	27.74%	10,998	12.79%	6,904	17.78%	10,019	14.22%	58,219	19.12%	12.81%	12.81%		
1982	29,426	24.50%	10,974	13.70%	6,626	17.46%	10,488	15.59%	57,514	18.83%	13.16%	13.16%		
1983	29,037	21.89%	10,548	14.27%	6,216	16.97%	8,719	14.47%	54,520	17.97%	13.28%	13.28%		
1984	29,263	22.57%	11,445	14.83%	6,852	17.52%	8,157	13.80%	55,717	18.26%	13.23%	13.23%		
1985	26,699	22.42%	12,715	15.33%	6,400	18.80%	10,123	15.58%	55,937	18.58%	13.45%	13.45%		
1986	28,381	22.39%	15,234	17.25%	5,963	17.20%	10,344	16.15%	59,922	19.10%	13.48%	13.48%		
1987	28,226	23.45%	16,640	18.96%	6,051	18.05%	7,806	14.28%	58,723	19.82%	13.67%	13.67%		
1988	26,530	25.09%	17,980	20.03%	6,420	18.36%	5,489	13.46%	56,419	20.80%	13.65%	13.65%		
1989	29,486	26.31%	19,158	21.38%	5,887	17.87%	5,473	12.67%	60,004	21.60%	13.68%	13.68%		
1990	21,319	25.22%	14,576	20.66%	5,786	17.59%	4,532	12.68%	46,213	20.66%	13.93%	13.93%		
1991	15,535	20.01%	10,956	16.00%	4,193	14.15%	3,198	10.75%	33,882	16.49%	14.07%	14.07%		
1992	15,649	20.44%	9,832	16.82%	4,118	12.96%	3,868	11.11%	33,467	16.60%	14.19%	14.19%		
1993	15,103	20.43%	10,619	16.81%	4,201	12.09%	3,965	12.67%	33,888	16.68%	14.32%	14.32%		
1994	13,643	22.22%	9,760	18.24%	4,041	12.73%	4,180	14.05%	31,624	17.93%	14.23%	14.23%		

Source: Civilian data for 1978-1987 from Bureau of Labor Statistics Current Population Survey March Supplemental File; civilian data for 1988-1994 from monthly CPS files.
Civilian data prior to 1989 represent calendar year.

Source: Civilian data for 1978-1987 from Bureau of Labor Statistics Current Population Survey March Supplemental File; civilian data for 1988-1994 from monthly CPS files.
Civilian data prior to 1989 represent calendar year.

Table D-6. Hispanic NPS Active Component Enlisted Accessions by Service with Civilian Comparison Group, FYs 1973-1994

FISCAL YEAR	SERVICE										TOTAL DoD		18-24 YR OLD CIVILIANS	
	ARMY		NAVY		MARINE CORPS		AIR FORCE				#	%	#	%
	#	%	#	%	#	%	#	%	#	%				
1973	10,303	6.08%	4,085	4.36%	3,567	7.29%	3,996	4.27%			21,951	5.41%		NA
1974	11,496	6.39%	4,194	4.66%	3,304	7.29%	2,852	3.89%			21,846	5.62%		NA
1975	10,239	5.68%	4,512	4.58%	4,330	7.58%	2,800	3.79%			21,881	5.34%		NA
1976	37,507	20.96%	15,236	16.67%	10,563	20.52%	6,470	9.04%			69,776	17.74%		NA
1977	14,850	6.85%	6,419	4.97%	4,924	8.55%	3,812	4.17%			30,005	6.06%		NA
1978	8,811	7.20%	3,700	4.74%	3,245	8.51%	2,882	4.30%			18,638	6.10%		6.04%
1979	9,664	7.53%	3,573	4.64%	3,395	8.77%	2,934	4.40%			19,566	6.30%		6.05%
1980	9,315	5.87%	3,250	3.67%	2,390	5.68%	2,038	2.85%			16,993	4.71%		6.70%
1981	5,322	4.87%	3,079	3.58%	1,801	4.64%	1,966	2.79%			12,168	4.00%		6.88%
1982	4,912	4.09%	2,752	3.44%	1,417	3.73%	1,817	2.70%			10,898	3.57%		6.86%
1983	4,671	3.52%	3,379	4.57%	1,259	3.44%	1,466	2.43%			10,775	3.55%		6.78%
1984	4,610	3.55%	4,179	5.42%	1,481	3.79%	1,404	2.38%			11,674	3.83%		8.31%
1985	4,114	3.45%	4,192	5.05%	1,288	3.78%	1,625	2.50%			11,219	3.73%		8.58%
1986	4,882	3.85%	5,093	5.77%	1,653	4.77%	1,527	2.38%			13,155	4.19%		9.47%
1987	5,269	4.38%	6,140	7.00%	2,063	6.15%	1,632	2.99%			15,104	5.10%		10.05%
1988	5,132	4.85%	6,334	7.06%	2,518	7.20%	1,300	3.19%			15,284	5.63%		10.18%
1989	6,276	5.60%	7,052	7.87%	2,433	7.39%	1,459	3.38%			17,220	6.20%		10.68%
1990	5,199	6.15%	6,392	9.06%	2,748	8.35%	1,205	3.37%			15,544	6.95%		10.80%
1991	4,748	6.12%	6,647	9.71%	2,447	8.26%	1,066	3.58%			14,908	7.25%		11.13%
1992	5,093	6.65%	6,188	10.58%	2,733	8.60%	1,291	3.71%			15,305	7.59%		11.33%
1993	4,963	6.71%	5,685	9.00%	3,354	9.66%	1,349	4.31%			15,351	7.56%		11.54%
1994	4,431	7.22%	4,245	7.94%	3,429	10.80%	1,442	4.85%			13,547	7.68%		13.01%

Source: Civilian data for 1978-1987 from Bureau of Labor Statistics Current Population Survey March Supplemental File; civilian data for 1988-1994 from monthly CPS files.
Civilian data prior to 1989 represent calendar year.

Table D-7. Other Race NPS Active Component Enlisted Accessions by Service with Civilian Comparison Group, FYs 1973-1994

FISCAL YEAR	SERVICE						TOTAL DoD		18-24 YR OLD CIVILIANS	
	ARMY		NAVY		MARINE CORPS		AIR FORCE		#	%
	#	%	#	%	#	%	#	%		
1973	1,749	1.03%	326	0.35%	382	0.78%	766	0.82%	3,223	0.79%
1974	3,555	1.98%	432	0.48%	485	1.07%	916	1.25%	5,388	1.39%
1975	3,156	1.75%	2,701	2.74%	638	1.12%	829	1.12%	7,324	1.79%
1976	2,655	1.48%	570	0.62%	582	1.13%	809	1.13%	4,616	1.17%
1977	4,996	2.30%	3,108	2.40%	1,040	1.81%	1,534	1.68%	10,678	2.16%
1978	3,181	2.60%	1,718	2.20%	883	2.31%	1,270	1.89%	7,052	2.31%
1979	3,737	2.91%	1,862	2.42%	1,033	2.67%	1,529	2.29%	8,161	1.93%
1980	5,337	3.36%	2,316	2.62%	1,279	3.04%	1,523	2.13%	10,455	2.90%
1981	3,440	3.15%	2,215	2.58%	1,225	3.15%	1,827	2.59%	8,707	2.86%
1982	3,643	3.03%	1,982	2.47%	1,184	3.12%	1,708	2.54%	8,517	2.79%
1983	3,814	2.88%	2,202	2.98%	1,103	3.01%	1,551	2.57%	8,670	2.86%
1984	4,028	3.11%	2,468	3.20%	1,405	3.59%	1,545	2.61%	9,446	3.10%
1985	4,101	3.44%	3,010	3.63%	1,283	3.77%	1,937	2.98%	10,331	3.43%
1986	4,393	3.47%	3,035	3.44%	1,624	4.68%	2,088	3.26%	11,140	3.55%
1987	3,678	3.06%	2,863	3.26%	1,168	3.48%	1,548	2.83%	9,257	3.12%
1988	3,248	3.07%	3,180	3.54%	1,126	3.22%	1,156	2.83%	8,710	3.21%
1989	3,376	3.01%	3,178	3.55%	1,080	3.28%	1,142	2.64%	8,776	3.16%
1990	2,533	3.00%	2,499	3.54%	1,087	3.30%	835	2.34%	6,954	3.11%
1991	2,411	3.11%	2,449	3.58%	977	3.30%	858	2.88%	6,695	3.26%
1992	2,364	3.09%	2,113	3.61%	1,125	3.54%	1,023	2.94%	6,625	3.29%
1993	2,505	3.39%	2,132	3.38%	1,254	3.61%	1,074	3.43%	6,965	3.43%
1994	2,128	3.47%	2,116	3.96%	1,072	3.38%	1,173	3.94%	6,489	3.68%

Source: Civilian data for 1978-1987 from Bureau of Labor Statistics Current Population Survey March Supplemental File; civilian data for 1988-1994 from monthly CPS files.
Civilian data prior to 1989 represent calendar year.

Table D-8. Female NPS Active Component Enlisted Accessions by Service with Civilian Comparison Group, FYs 1964, 1970-1994

FISCAL YEAR*	SERVICE										18-24 YR OLD	
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		CIVILIANS	
	#	%	#	%	#	%	#	%	#	%	#	%
1964**	3,688	0.9%	1,964	0.8%	682	0.8%	2,016	0.7%	8,350	0.8%	8,350	54.1%
1970	5,702	4.0%	2,299	3.0%	1,079	2.0%	4,379	6.0%	13,459	3.9%	13,459	54.3%
1971	5,193	3.0%	2,433	3.0%	1,097	2.0%	4,189	4.0%	12,912	3.1%	12,912	53.3%
1972	5,667	1.2%	1,550	2.5%	1,194	1.3%	4,584	5.4%	12,995	1.8%	12,995	52.3%
1973	8,336	4.9%	4,949	5.3%	691	1.4%	6,339	6.8%	20,315	5.0%	20,315	52.0%
1974	15,083	8.4%	6,711	7.5%	850	1.9%	8,174	11.1%	30,818	7.9%	30,818	52.0%
1975	18,540	10.3%	6,781	6.9%	1,325	2.3%	9,752	13.2%	36,398	8.9%	36,398	51.8%
1976	15,792	8.8%	5,128	5.6%	1,261	2.5%	8,613	12.0%	30,794	7.8%	30,794	51.5%
1977	18,921	8.7%	5,921	4.6%	1,783	3.1%	12,276	13.4%	38,901	7.9%	38,901	51.5%
1978	17,315	14.2%	5,627	7.2%	2,192	5.8%	12,409	18.5%	37,543	12.3%	37,543	51.1%
1979	17,196	13.4%	8,705	11.3%	2,137	5.5%	13,307	20.0%	41,345	13.3%	41,345	51.0%
1980	22,386	14.1%	10,697	12.1%	2,250	5.4%	13,474	18.9%	48,807	13.5%	48,807	50.9%
1981	17,064	15.6%	8,987	10.5%	2,143	5.5%	9,719	13.8%	37,913	12.5%	37,913	50.8%
1982	15,183	12.6%	8,238	10.3%	2,226	5.9%	8,520	12.7%	34,167	11.2%	34,167	50.8%
1983	16,576	12.5%	8,245	11.2%	1,987	5.4%	8,759	14.5%	35,567	11.7%	35,567	50.6%
1984	16,900	13.0%	7,715	10.0%	2,121	5.4%	8,649	14.6%	35,385	11.6%	35,385	50.8%
1985	15,401	12.9%	9,733	11.7%	2,174	6.4%	10,943	16.9%	38,251	12.7%	38,251	50.8%
1986	15,332	12.1%	8,802	10.0%	2,147	6.2%	11,778	18.4%	38,059	12.1%	38,059	50.9%
1987	16,262	13.5%	7,705	8.8%	1,790	5.3%	10,149	18.6%	35,906	12.1%	35,906	50.8%
1988	14,265	13.5%	9,799	10.9%	2,101	6.0%	8,011	19.7%	34,176	12.6%	34,176	51.2%
1989	16,048	14.3%	10,790	12.0%	2,092	6.4%	9,157	21.2%	38,087	13.7%	38,087	51.3%
1990	12,603	14.9%	7,951	11.3%	1,747	5.3%	7,298	20.4%	29,599	13.2%	29,599	51.1%
1991	11,266	14.5%	6,394	9.3%	1,606	5.4%	6,452	21.7%	25,718	12.5%	25,718	51.0%
1992	12,452	16.3%	8,190	14.0%	1,595	5.0%	7,538	21.7%	29,775	14.8%	29,775	50.9%
1993	11,801	16.0%	8,013	12.7%	1,595	4.6%	6,966	22.3%	28,375	14.0%	28,375	50.7%
1994	11,168	18.2%	8,989	16.8%	1,720	5.4%	7,085	23.8%	28,962	16.4%	28,962	50.4%

* Data for FYs 1964 and 1970-1972 are based upon voluntary enlistments only. They do not include drafted inductees.

** FY 1964 was the last pre-Vietnam conscription year.

Source: Civilian data 1964, 1970-1972 from Labor Force Statistics Derived From the Current Population Survey, 1948-87 (Washington, DC: Bureau of Labor Statistics, August, 1988); Data for 1978-1987 from Bureau of Labor Statistics Current Population Survey March Supplemental File, data for 1988-1994 from monthly CPS files.

Table D-9. NPS Active Component Enlisted Accessions by Marital Status and Service with Civilian Comparison Group, FYs 1976-1994

FISCAL YEAR	SERVICE										18-24 YR OLD CIVILIANS			
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		Married		Unmarried	
	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried
1976	10.15%	89.85%	4.32%	95.68%	3.50%	96.50%	11.88%	88.12%	8.24%	91.76%	NA	NA	NA	NA
1977	10.76%	89.24%	4.25%	95.75%	3.58%	96.42%	11.40%	88.60%	8.34%	91.66%	NA	NA	NA	NA
1978	9.60%	90.40%	3.45%	96.55%	3.09%	96.91%	11.13%	88.87%	7.55%	92.45%	30.4%	69.6%	30.4%	69.6%
1979	9.99%	90.01%	3.74%	96.26%	2.88%	97.12%	11.48%	88.52%	7.87%	92.13%	29.1%	70.9%	29.1%	70.9%
1980	10.80%	89.20%	4.23%	95.77%	3.38%	96.62%	11.24%	88.76%	8.41%	91.59%	28.6%	71.4%	28.6%	71.4%
1981	10.38%	89.62%	5.05%	94.95%	3.40%	96.60%	10.02%	89.98%	7.90%	92.10%	27.4%	72.6%	27.4%	72.6%
1982	12.37%	87.63%	6.69%	93.31%	4.09%	95.91%	11.02%	88.98%	9.55%	90.45%	26.3%	73.7%	26.3%	73.7%
1983	12.88%	87.12%	6.92%	93.08%	4.49%	95.51%	13.47%	86.53%	10.53%	89.47%	24.6%	75.4%	24.6%	75.4%
1984	11.33%	88.67%	6.82%	93.18%	4.25%	95.75%	13.15%	86.85%	9.63%	90.37%	23.8%	76.2%	23.8%	76.2%
1985	11.57%	88.43%	6.20%	93.80%	4.23%	95.77%	12.01%	87.99%	9.35%	90.65%	23.1%	76.9%	23.1%	76.9%
1986	13.05%	86.95%	6.52%	93.48%	4.31%	95.69%	12.18%	87.82%	10.07%	89.93%	23.4%	76.6%	23.4%	76.6%
1987	12.96%	87.04%	6.47%	93.53%	4.12%	95.88%	12.04%	87.96%	9.87%	90.13%	21.2%	78.8%	21.2%	78.8%
1988	11.71%	88.29%	5.58%	94.42%	3.56%	96.44%	11.10%	88.90%	8.54%	91.46%	21.9%	78.1%	21.9%	78.1%
1989	11.90%	88.10%	5.74%	94.26%	3.29%	96.71%	10.95%	89.05%	8.75%	91.25%	20.4%	79.6%	20.4%	79.6%
1990	12.23%	87.77%	5.84%	94.16%	3.78%	96.22%	10.46%	89.54%	8.70%	91.30%	20.1%	79.9%	20.1%	79.9%
1991	14.84%	85.16%	6.48%	93.52%	5.17%	94.83%	11.68%	88.32%	10.20%	89.80%	19.0%	81.0%	19.0%	81.0%
1992	14.40%	85.60%	5.46%	94.54%	3.38%	96.62%	12.25%	87.75%	9.70%	90.30%	18.2%	81.8%	18.2%	81.8%
1993	16.80%	83.20%	4.50%	95.50%	3.10%	96.90%	11.90%	88.10%	9.90%	90.10%	18.3%	81.7%	18.3%	81.7%
1994	16.40%	83.60%	4.42%	95.58%	3.01%	96.99%	10.64%	89.36%	9.38%	90.62%	18.1%	81.9%	18.1%	81.9%

Source: Civilian data for 1978-1987 from Bureau of Labor Statistics Current Population Survey March Supplemental File; civilian data for 1988-1994 from monthly CPS files.
Civilian data prior to 1989 represent calendar year.

Table D-10. Percent NPS Active Component Enlisted Accessions with High School Diplomas by Service with Civilian Comparison Group, FYs 1973-1994

FISCAL YEAR	SERVICE										TOTAL DoD		18-24 YR OLD CIVILIANS*	
	ARMY		NAVY		MARINE CORPS		AIR FORCE				#	%	#	%
	#	%	#	%	#	%	#	%	#	%				
1973	98,618	58.18%	66,328	70.83%	21,829	44.60%	79,464	84.95%			266,239	65.64%		NA
1974	89,173	49.55%	61,879	68.72%	20,985	46.30%	63,001	85.86%			235,038	60.47%		NA
1975	103,566	57.44%	72,596	73.74%	26,804	46.92%	64,016	86.66%			266,982	65.16%		NA
1976	103,780	58.00%	71,406	78.14%	32,518	63.16%	65,017	90.83%			272,721	69.33%		NA
1977	131,786	60.76%	96,554	74.69%	41,338	71.79%	84,421	92.40%			354,099	71.52%		NA
1978	89,427	73.06%	56,851	72.83%	26,824	70.32%	57,509	85.78%			230,611	75.45%		77.3%
1979	82,437	64.26%	57,321	74.46%	28,136	72.65%	55,941	83.89%			223,835	72.05%		77.8%
1980	82,541	52.03%	65,132	73.57%	29,299	69.62%	59,747	83.57%			236,719	65.62%		77.1%
1981	82,902	75.91%	65,247	75.87%	28,569	73.57%	62,699	88.97%			239,417	78.62%		77.2%
1982	97,331	81.03%	62,364	77.86%	29,428	77.53%	63,476	94.33%			252,599	82.69%		77.7%
1983	111,464	84.03%	66,967	90.61%	31,221	85.24%	59,179	98.18%			268,831	88.59%		78.2%
1984	111,901	86.29%	71,255	92.35%	34,976	89.41%	58,349	98.73%			276,481	90.63%		78.0%
1985	102,615	86.17%	73,374	88.48%	30,765	90.35%	64,248	98.91%			271,002	90.03%		77.9%
1986	114,608	90.43%	75,264	85.22%	31,279	90.22%	63,353	98.91%			284,504	90.67%		79.0%
1987	109,835	91.24%	79,591	90.70%	30,292	90.35%	54,158	99.07%			273,876	92.42%		77.9%
1988	98,136	92.82%	81,875	91.20%	33,377	95.47%	40,394	99.06%			253,782	93.56%		79.8%
1989	99,347	88.63%	77,834	86.86%	31,158	94.59%	42,763	99.03%			251,102	90.38%		80.1%
1990	79,631	94.22%	63,257	89.65%	30,695	93.30%	35,421	99.08%			209,004	93.42%		79.0%
1991	74,830	96.38%	64,317	93.93%	28,399	95.83%	29,427	98.89%			196,973	95.85%		79.2%
1992	75,548	98.66%	56,234	96.19%	30,953	97.43%	34,331	98.60%			197,066	97.74%		79.9%
1993	68,778	93.02%	58,241	92.22%	33,361	96.04%	30,890	98.72%			191,270	94.17%		79.9%
1994	57,047	92.91%	49,968	93.41%	30,275	95.34%	29,351	98.64%			166,641	94.46%		80.1%

Source: Civilian data for 1978-1987 from Bureau of Labor Statistics Current Population Survey March Supplemental File; civilian data for 1988-1994 from monthly CPS files.
Civilian data prior to 1989 represent calendar year.

Table D-12. Percent High Quality* NPS Active Component Enlisted Accessions by Service, FYs 1973-1994

FISCAL YEAR	SERVICE												TOTAL DoD	
	ARMY		NAVY		MARINE CORPS		AIR FORCE							
	#	%	#	%	#	%	#	%	#	%	#	%		
1973	63,476	37.4%	43,174	46.1%	12,190	24.9%	54,751	58.5%	173,591	42.8%	173,591	42.8%		
1974	55,770	31.0%	39,526	43.9%	12,999	28.7%	43,144	58.8%	151,439	39.0%	151,439	39.0%		
1975	68,464	38.0%	48,535	49.3%	18,320	32.1%	46,819	63.4%	182,138	44.5%	182,138	44.5%		
1976	64,739	36.2%	51,465	56.3%	22,920	44.5%	51,891	72.5%	191,015	48.6%	191,015	48.6%		
1977**	39,688	18.3%	42,360	32.8%	14,097	24.5%	38,128	41.7%	134,273	27.1%	134,273	27.1%		
1978**	28,496	23.3%	29,270	37.5%	10,961	28.7%	31,980	47.7%	100,707	33.0%	100,707	33.0%		
1979**	23,747	18.5%	27,710	36.0%	10,586	27.3%	28,850	43.3%	90,893	29.3%	90,893	29.3%		
1980**	32,483	20.5%	38,982	44.0%	14,705	34.9%	39,776	55.6%	125,946	34.9%	125,946	34.9%		
1981**	30,258	27.7%	34,968	40.7%	14,179	36.5%	36,241	51.4%	115,646	38.0%	115,646	38.0%		
1982	45,300	37.7%	34,906	43.6%	15,246	40.2%	37,653	56.0%	133,105	43.6%	133,105	43.6%		
1983	58,062	43.8%	39,021	52.8%	16,592	45.3%	39,452	65.5%	153,127	50.5%	153,127	50.5%		
1984	59,342	45.8%	40,771	52.8%	18,161	46.4%	40,744	68.9%	159,018	52.1%	159,018	52.1%		
1985	58,328	49.0%	40,201	48.5%	16,567	48.7%	43,371	66.8%	158,467	52.7%	158,467	52.7%		
1986	65,880	52.0%	41,084	46.5%	20,513	59.2%	43,925	68.6%	171,402	54.6%	171,402	54.6%		
1987	69,676	57.9%	45,676	52.1%	20,630	61.5%	41,374	75.7%	177,356	59.9%	177,356	59.9%		
1988	61,836	58.5%	46,294	51.6%	22,399	64.1%	33,105	81.2%	163,634	60.4%	163,634	60.4%		
1989	60,242	53.7%	41,949	46.8%	20,689	62.8%	35,825	83.0%	158,705	57.1%	158,705	57.1%		
1990	51,749	61.2%	37,708	53.4%	20,130	61.2%	30,151	84.3%	139,738	62.4%	139,738	62.4%		
1991	55,353	71.3%	41,035	59.9%	19,451	65.6%	25,135	84.5%	140,974	68.6%	140,974	68.6%		
1992	58,514	76.4%	37,760	64.6%	21,872	68.8%	29,274	84.1%	147,420	73.1%	147,420	73.1%		
1993	47,741	64.6%	39,797	63.0%	22,734	65.4%	24,638	78.7%	134,910	66.4%	134,910	66.4%		
1994	39,329	64.1%	33,526	62.7%	20,045	63.1%	23,588	79.3%	116,488	66.0%	116,488	66.0%		

* High quality individuals are high school graduates who are in AFQT categories I through IIIA.

** Values reflect ASVAB misnorming.

Table D-13. Percent NPS Active Component Enlisted Accessions by Geographical Region, FYs 1973-1994

FISCAL YEAR	GEOGRAPHICAL REGION												TOTAL	
	NORTHEAST		NORTH CENTRAL		SOUTH		WEST		OTHER					
	#	%	#	%	#	%	#	%	#	%	#	%		
1973	73,483	18.1%	110,341	27.2%	143,050	33.3%	75,895	18.7%	2,881	0.7%	405,650	100.00%		
1974	67,411	17.3%	97,988	25.2%	144,099	37.1%	75,213	19.3%	4,007	1.0%	388,718	100.00%		
1975	81,796	20.0%	108,691	26.5%	138,550	33.8%	77,237	18.8%	3,484	0.9%	409,758	100.00%		
1976	82,137	20.9%	109,656	27.9%	123,670	31.4%	74,163	18.9%	3,736	0.9%	393,362	100.00%		
1977	109,749	22.2%	132,362	26.7%	159,027	32.1%	88,674	17.9%	5,297	1.1%	495,109	100.00%		
1978	65,893	21.6%	75,726	24.8%	108,162	35.4%	50,936	16.7%	4,927	1.6%	305,644	100.00%		
1979	64,710	20.8%	75,325	24.2%	113,320	36.5%	52,024	16.7%	5,300	1.7%	310,679	100.00%		
1980	74,806	20.7%	94,045	26.1%	122,158	33.9%	64,150	17.8%	5,586	1.5%	360,745	100.00%		
1981	62,772	20.6%	82,844	27.2%	102,365	33.6%	52,462	17.2%	4,063	1.3%	304,506	100.00%		
1982	63,433	20.8%	86,216	28.2%	100,906	33.0%	51,019	16.7%	3,885	1.3%	305,459	100.00%		
1983	60,335	19.9%	86,134	28.4%	101,003	33.3%	52,562	17.3%	3,427	1.1%	303,461	100.00%		
1984	55,059	18.0%	87,977	28.8%	104,689	34.3%	53,343	17.5%	3,995	1.3%	305,063	100.00%		
1985	59,118	19.6%	83,273	27.7%	102,097	33.9%	53,034	17.6%	3,495	1.2%	301,017	100.00%		
1986	56,079	17.9%	84,710	27.0%	110,384	35.2%	59,319	18.9%	3,285	1.0%	313,777	100.00%		
1987	49,030	16.5%	79,799	26.9%	108,117	36.5%	56,613	19.1%	2,766	0.9%	296,325	100.00%		
1988	41,553	15.3%	71,881	26.5%	103,424	38.1%	51,926	19.1%	2,460	0.9%	271,244	100.00%		
1989	38,660	13.9%	70,773	25.5%	110,103	39.6%	53,745	19.3%	4,539	1.6%	277,820	100.00%		
1990	32,783	14.7%	56,002	25.0%	91,168	40.8%	41,606	18.6%	2,166	1.0%	223,725	100.00%		
1991	30,949	15.1%	50,828	24.7%	83,159	40.5%	38,759	18.9%	1,806	0.9%	205,501	100.00%		
1992	30,285	15.0%	48,191	23.9%	83,919	41.6%	37,868	18.8%	1,359	0.7%	201,622	100.00%		
1993	30,243	14.9%	47,291	23.3%	84,796	41.7%	39,607	19.5%	1,178	0.6%	203,115	100.00%		
1994	26,388	15.0%	39,461	22.4%	74,303	42.1%	34,942	19.8%	1,310	0.7%	176,404	100.00%		

Table D-14. Active Component Enlisted Strength, FYs 1964, 1973-1994 (in Thousands)

FISCAL YEAR	SERVICE				TOTAL DoD
	ARMY	NAVY	MARINE CORPS	AIR FORCE	
1964	860.5	585.4	172.9	720.6	2329.4
1973	682.0	490.0	176.8	571.8	1921.0
1974	674.5	475.5	170.1	529.1	1849.0
1975	678.3	466.1	177.4	503.2	1825.0
1976	677.7	457.7	173.5	481.2	1790.1
1977	680.1	462.2	173.1	469.9	1785.2
1978	669.6	463.2	172.4	469.9	1775.0
1979	657.2	457.1	167.0	458.9	1740.3
1980	673.9	459.6	170.3	455.9	1759.7
1981	675.1	470.2	172.3	466.5	1784.0
1982	672.7	481.2	173.4	476.5	1803.8
1983	669.4	484.6	174.1	483.0	1811.1
1984	667.7	491.3	175.9	486.4	1821.3
1985	666.6	495.4	177.9	488.6	1828.5
1986	666.7	504.4	178.6	494.7	1844.3
1987	668.4	510.2	179.5	495.2	1853.3
1988	660.4	515.6	177.3	466.9	1820.1
1989	658.3	515.9	176.9	462.8	1813.9
1990	623.5	501.5	176.5	430.8	1732.4
1991	602.6	494.5	174.1	409.4	1680.5
1992	511.3	467.5	165.2	375.7	1519.8
1993	480.3	438.9	160.1	356.1	1435.4
1994	451.4	401.7	156.3	341.3	1350.7

Table D-15. Mean Age and Months of Service of Active Component Enlisted Members, FYs 1973-1994

FISCAL YEAR	MEAN AGE	MEAN MONTHS OF SERVICE
1973	25.02	69.82
1974	24.97	69.59
1975	24.92	68.17
1976	24.93	67.60
1977	24.93	66.52
1978	25.01	67.26
1979	25.07	67.74
1980	25.01	66.51
1981	25.14	67.07
1982	25.37	68.63
1983	25.56	69.99
1984	25.69	71.09
1985	25.81	72.29
1986	25.92	73.12
1987	26.09	74.76
1988	26.26	76.73
1989	26.36	78.01
1990	26.66	81.77
1991	26.95	84.80
1992	27.08	86.35
1993	27.21	87.70
1994	27.33	89.58

Table D-16. Black Active Component Enlisted Members by Service with Civilian Comparison Group, FYs 1973-1994

FISCAL YEAR	SERVICE										TOTAL DoD		18-44 YR OLD CIVILIANS	
	ARMY		NAVY		MARINE CORPS		AIR FORCE				#		#	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%
1973	125,538	18.41%	37,569	7.67%	29,862	16.92%	76,614	13.40%	269,583	14.04%	269,583	14.04%	NA	NA
1974	143,449	21.27%	39,905	8.41%	30,757	18.08%	75,225	14.22%	289,336	15.65%	289,336	15.65%	NA	NA
1975	150,458	22.19%	36,593	7.86%	32,128	18.11%	73,209	14.55%	292,388	16.03%	292,388	16.03%	NA	NA
1976	159,531	23.55%	35,940	7.87%	29,366	16.92%	70,435	14.64%	295,272	16.50%	295,272	16.50%	NA	NA
1977	178,945	26.31%	39,755	8.61%	30,194	17.44%	68,569	14.59%	317,463	17.79%	317,463	17.79%	NA	NA
1978	194,700	29.09%	43,209	9.35%	32,597	18.91%	69,619	14.82%	340,125	19.17%	340,125	19.17%	10.7%	10.7%
1979	210,802	32.09%	48,417	10.61%	35,693	21.38%	72,224	15.74%	367,136	21.11%	367,136	21.11%	10.6%	10.6%
1980	221,442	32.87%	52,687	11.49%	38,161	22.41%	74,495	16.33%	386,785	21.99%	386,785	21.99%	10.5%	10.5%
1981	223,817	33.17%	56,292	12.00%	37,919	22.00%	77,800	16.65%	395,828	22.20%	395,828	22.20%	10.6%	10.6%
1982	220,129	32.73%	59,832	12.47%	37,499	21.40%	81,291	17.05%	398,751	22.10%	398,751	22.10%	10.8%	10.8%
1983	210,345	31.43%	62,072	12.84%	35,830	20.47%	82,190	17.00%	390,437	21.56%	390,437	21.56%	11.0%	11.0%
1984	203,669	30.51%	64,322	13.13%	35,057	19.93%	82,429	16.95%	385,477	21.18%	385,477	21.18%	10.9%	10.9%
1985	198,981	29.87%	67,020	13.52%	36,112	20.30%	83,751	17.14%	385,864	21.11%	385,864	21.11%	10.9%	10.9%
1986	197,820	29.67%	71,719	14.22%	36,717	20.55%	85,525	17.29%	391,781	21.24%	391,781	21.24%	11.1%	11.1%
1987	200,243	29.96%	77,366	15.09%	37,217	20.73%	85,755	17.32%	400,581	21.59%	400,581	21.59%	11.0%	11.0%
1988	201,049	30.45%	81,784	15.90%	37,023	20.88%	82,028	17.57%	401,884	22.10%	401,884	22.10%	11.3%	11.3%
1989	205,808	31.27%	87,286	16.97%	36,700	20.76%	80,457	17.38%	410,251	22.64%	410,251	22.64%	11.3%	11.3%
1990	200,300	32.12%	88,904	17.73%	36,482	20.66%	76,047	17.65%	401,733	23.19%	401,733	23.19%	13.9%	13.9%
1991	191,516	31.79%	87,807	17.76%	34,801	19.99%	71,074	17.36%	385,198	22.92%	385,198	22.92%	11.5%	11.5%
1992	161,237	31.53%	83,442	17.85%	31,319	18.95%	64,394	17.14%	340,392	22.40%	340,392	22.40%	11.5%	11.5%
1993	147,526	30.71%	78,456	17.88%	28,747	17.96%	60,158	16.89%	314,887	21.94%	314,887	21.94%	11.6%	11.6%
1994	136,800	30.31%	72,712	18.10%	27,038	17.29%	57,418	16.82%	293,968	21.76%	293,968	21.76%	11.8%	11.8%

Source: Civilian data for 1978-1987 from Bureau of Labor Statistics Current Population Survey March Supplemental File; civilian data for 1988-1994 from monthly CPS files.
Civilian data prior to 1989 represent calendar year.

Table D-17. Hispanic NPS Active Component Enlisted Members by Service with Civilian Comparison Group, FYs 1973-1994

FISCAL YEAR	SERVICE										TOTAL DoD		18-44 YR OLD CIVILIANS	
	ARMY		NAVY		MARINE CORPS		AIR FORCE							
	#	%	#	%	#	%	#	%	#	%	#	%		
1973	0	0.00%	22,536	4.66%	0	0.00%	0	0.00%	0	0.00%	22,536	1.17%	NA	
1974	0	0.00%	22,414	4.72%	0	0.00%	0	0.00%	1	0.00%	22,415	1.21%	NA	
1975	0	0.00%	13,552	2.91%	0	0.00%	0	0.00%	11,757	2.34%	25,309	1.39%	NA	
1976	23,543	3.47%	14,033	3.07%	6,496	3.74%	12,492	2.60%	14,551	3.10%	56,564	3.16%	NA	
1977	24,822	3.65%	13,780	2.99%	9,625	5.56%	16,378	3.49%	17,153	3.74%	62,778	3.52%	NA	
1978	26,008	3.89%	12,836	2.78%	10,635	6.17%	17,512	3.84%	18,308	3.92%	65,857	3.71%	5.4%	
1979	27,375	4.17%	12,680	2.78%	10,496	6.29%	18,861	3.96%	19,070	3.94%	67,704	3.89%	5.4%	
1980	29,553	4.39%	13,263	2.89%	10,178	5.98%	18,916	3.89%	18,745	3.84%	70,506	4.01%	5.8%	
1981	30,118	4.46%	14,497	3.09%	9,453	5.49%	8,616	4.90%	18,435	3.73%	72,376	4.06%	5.9%	
1982	30,012	4.46%	15,132	3.15%	8,837	5.04%	8,642	4.94%	17,546	3.76%	72,842	4.04%	6.1%	
1983	27,816	4.16%	16,577	3.43%	8,642	4.94%	8,616	4.90%	17,352	3.75%	72,105	3.98%	5.9%	
1984	26,704	4.00%	17,641	3.60%	8,616	4.90%	8,786	4.94%	16,458	3.82%	71,877	3.95%	6.9%	
1985	25,823	3.88%	18,666	3.77%	8,786	4.94%	9,228	5.16%	18,491	3.73%	72,020	3.94%	7.0%	
1986	26,436	3.97%	20,700	4.10%	9,228	5.16%	9,953	5.54%	17,546	3.76%	74,799	4.06%	7.4%	
1987	27,054	4.05%	23,616	4.61%	9,953	5.54%	10,717	6.04%	17,546	3.76%	79,114	4.26%	7.9%	
1988	27,247	4.13%	25,795	5.02%	10,717	6.04%	12,100	6.85%	17,352	3.75%	81,305	4.47%	8.1%	
1989	27,818	4.23%	28,578	5.56%	12,100	6.85%	12,890	7.30%	16,458	3.82%	85,848	4.74%	8.4%	
1990	27,546	4.42%	30,326	6.05%	12,890	7.30%	13,200	7.58%	15,504	3.79%	87,220	5.03%	8.6%	
1991	27,061	4.49%	32,101	6.49%	13,200	7.58%	13,089	7.92%	14,202	3.78%	87,866	5.23%	8.9%	
1992	24,354	4.76%	32,664	6.99%	13,089	7.92%	13,653	8.53%	13,536	3.80%	84,309	5.55%	9.1%	
1993	24,423	5.08%	31,535	7.19%	13,653	8.53%	14,312	9.15%	13,440	3.94%	83,147	5.79%	9.2%	
1994	24,037	5.33%	28,644	7.13%	14,312	9.15%					80,433	5.95%	10.6%	

Source: Civilian data for 1978-1987 from Bureau of Labor Statistics Current Population Survey March Supplemental File; civilian data for 1988-1994 from monthly CPS files.
Civilian data prior to 1989 represent calendar year.

Table D-18. Female Active Component Enlisted Members by Service with Civilian Comparison Group, FYs 1964, 1970-1994

FISCAL YEAR	ARMY				NAVY				MARINE CORPS				AIR FORCE				TOTAL DoD				18-44 YR OLD CIVILIANS	
	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	%	%
1964*	3,688	0.9%	1,964	0.8%	682	0.8%	2,016	0.7%	8,350	0.8%	0.8%	0.7%	0.8%	0.7%	0.8%	0.7%	8,350	0.8%	0.8%	0.8%	NA	NA
1970	5,702	4.0%	2,299	3.0%	1,079	3.0%	4,379	6.0%	13,459	3.9%	NA	NA	NA	NA	NA	NA	13,459	3.9%	3.9%	3.9%	NA	NA
1971	5,193	3.0%	2,433	3.0%	1,097	3.0%	4,189	4.0%	12,912	3.1%	NA	NA	NA	NA	NA	NA	12,912	3.1%	3.1%	3.1%	NA	NA
1972	5,667	1.2%	1,550	2.5%	1,194	1.3%	4,584	5.4%	12,995	1.8%	NA	NA	NA	NA	NA	NA	12,995	1.8%	1.8%	1.8%	NA	NA
1973	16,448	2.4%	8,835	1.8%	1,973	1.1%	15,022	2.6%	42,278	2.2%	NA	NA	NA	NA	NA	NA	42,278	2.2%	2.2%	2.2%	NA	NA
1974	26,320	3.9%	13,143	2.8%	2,402	1.4%	19,463	3.7%	61,328	3.3%	NA	NA	NA	NA	NA	NA	61,328	3.3%	3.3%	3.3%	NA	NA
1975	37,703	5.6%	17,357	3.7%	2,841	1.6%	25,232	5.0%	83,133	4.6%	NA	NA	NA	NA	NA	NA	83,133	4.6%	4.6%	4.6%	NA	NA
1976	43,806	6.5%	19,194	4.2%	3,065	1.8%	29,235	6.1%	95,300	5.3%	NA	NA	NA	NA	NA	NA	95,300	5.3%	5.3%	5.3%	NA	NA
1977	46,093	6.8%	19,210	4.2%	3,509	2.0%	34,609	7.4%	103,421	5.8%	NA	NA	NA	NA	NA	NA	103,421	5.8%	5.8%	5.8%	NA	NA
1978	50,288	7.5%	20,937	4.5%	4,652	2.7%	40,710	8.7%	116,587	6.6%	NA	NA	NA	NA	NA	NA	116,587	6.6%	6.6%	6.6%	NA	NA
1979	54,815	8.3%	24,751	5.4%	5,501	3.3%	45,954	10.0%	131,021	7.5%	NA	NA	NA	NA	NA	NA	131,021	7.5%	7.5%	7.5%	NA	NA
1980	61,349	9.1%	29,806	6.5%	6,219	3.7%	51,397	11.3%	148,771	8.5%	NA	NA	NA	NA	NA	NA	148,771	8.5%	8.5%	8.5%	NA	NA
1981	64,877	9.6%	34,348	7.3%	7,090	4.1%	53,902	11.5%	160,217	9.0%	NA	NA	NA	NA	NA	NA	160,217	9.0%	9.0%	9.0%	NA	NA
1982	64,261	9.6%	37,024	7.7%	7,874	4.5%	54,064	11.3%	163,223	9.0%	NA	NA	NA	NA	NA	NA	163,223	9.0%	9.0%	9.0%	NA	NA
1983	66,056	9.9%	39,873	8.3%	8,286	4.7%	54,864	11.4%	169,079	9.3%	NA	NA	NA	NA	NA	NA	169,079	9.3%	9.3%	9.3%	NA	NA
1984	66,664	10.0%	41,579	8.5%	8,577	4.9%	55,339	11.4%	172,159	9.5%	NA	NA	NA	NA	NA	NA	172,159	9.5%	9.5%	9.5%	NA	NA
1985	67,930	10.2%	44,492	9.0%	9,041	5.1%	57,586	11.8%	179,049	9.8%	NA	NA	NA	NA	NA	NA	179,049	9.8%	9.8%	9.8%	NA	NA
1986	69,200	10.4%	45,602	9.0%	9,246	5.2%	60,694	12.3%	184,742	10.0%	NA	NA	NA	NA	NA	NA	184,742	10.0%	10.0%	10.0%	NA	NA
1987	71,136	10.6%	45,938	9.0%	9,140	5.1%	62,666	12.7%	188,880	10.2%	NA	NA	NA	NA	NA	NA	188,880	10.2%	10.2%	10.2%	NA	NA
1988	71,519	10.8%	47,539	9.2%	8,959	5.1%	60,981	13.1%	188,998	10.4%	NA	NA	NA	NA	NA	NA	188,998	10.4%	10.4%	10.4%	NA	NA
1989	73,780	11.2%	49,602	9.6%	8,975	5.1%	63,175	13.7%	195,532	10.8%	NA	NA	NA	NA	NA	NA	195,532	10.8%	10.8%	10.8%	NA	NA
1990	70,741	11.4%	49,275	9.8%	8,647	4.9%	60,250	14.0%	188,913	10.9%	NA	NA	NA	NA	NA	NA	188,913	10.9%	10.9%	10.9%	NA	NA
1991	67,229	11.2%	48,172	9.7%	8,278	4.8%	58,540	14.3%	182,219	10.8%	NA	NA	NA	NA	NA	NA	182,219	10.8%	10.8%	10.8%	NA	NA
1992	61,211	12.0%	47,688	10.2%	7,704	4.7%	55,598	14.8%	172,201	11.3%	NA	NA	NA	NA	NA	NA	172,201	11.3%	11.3%	11.3%	NA	NA
1993	59,668	12.4%	45,919	10.5%	7,228	4.5%	53,940	15.1%	166,755	11.6%	NA	NA	NA	NA	NA	NA	166,755	11.6%	11.6%	11.6%	NA	NA
1994	58,395	12.9%	44,339	11.0%	7,029	4.5%	53,433	15.7%	163,196	12.1%	NA	NA	NA	NA	NA	NA	163,196	12.1%	12.1%	12.1%	NA	NA

Source: Civilian data for 1978-1987 from Bureau of Labor Statistics Current Population Survey March Supplemental File; civilian data for 1988-1994 from monthly CPS files.
Civilian data prior to 1989 represent calendar year.

* FY 1964 was the last pre-Vietnam conscription year.

Table D-19. Active Component Enlisted Members by Marital Status* and Service with Civilian Comparison Group, FYs 1973-1994

FISCAL YEAR	SERVICE										18-44 YR OLD CIVILIANS			
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		Married		Unmarried	
	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried	Married	Unmarried
1973	24.40%	75.60%	38.80%	61.20%	34.70%	65.30%	61.60%	38.40%	40.10%	59.90%	NA	NA	NA	NA
1974	29.70%	70.30%	41.00%	59.00%	36.00%	64.00%	62.90%	37.10%	42.70%	57.30%	NA	NA	NA	NA
1975	38.00%	62.00%	39.30%	60.70%	33.48%	66.52%	64.10%	35.90%	45.20%	54.80%	NA	NA	NA	NA
1976	45.20%	54.80%	40.90%	59.10%	34.20%	65.80%	64.90%	35.10%	48.30%	51.70%	NA	NA	NA	NA
1977	47.80%	52.20%	44.80%	55.20%	33.40%	66.60%	63.40%	36.60%	49.70%	50.30%	NA	NA	NA	NA
1978	47.80%	52.20%	43.40%	56.60%	32.70%	67.30%	62.00%	38.00%	49.00%	51.00%	59.9%	40.1%	59.9%	40.1%
1979	47.70%	52.30%	42.20%	57.80%	31.40%	68.60%	60.50%	39.50%	48.10%	51.90%	58.9%	41.1%	58.9%	41.1%
1980	46.30%	53.70%	40.70%	59.30%	30.60%	69.40%	58.90%	41.10%	46.60%	53.40%	58.3%	41.7%	58.3%	41.7%
1981	47.30%	52.70%	40.90%	59.10%	31.10%	68.90%	58.60%	41.40%	46.90%	53.10%	57.4%	42.6%	57.4%	42.6%
1982	49.10%	50.90%	43.10%	56.90%	34.50%	65.50%	60.10%	39.90%	48.60%	51.40%	56.5%	43.5%	56.5%	43.5%
1983	50.40%	49.60%	44.40%	55.60%	38.10%	61.90%	60.70%	39.30%	50.20%	49.80%	56.2%	43.8%	56.2%	43.8%
1984	51.10%	48.90%	45.60%	54.40%	39.80%	60.20%	60.70%	39.30%	51.10%	48.90%	55.9%	44.1%	55.9%	44.1%
1985	51.00%	49.00%	45.70%	54.30%	41.20%	58.80%	60.70%	39.30%	51.20%	48.80%	55.8%	44.2%	55.8%	44.2%
1986	51.50%	48.50%	45.90%	54.10%	41.90%	58.10%	61.00%	39.00%	51.60%	48.40%	55.3%	44.7%	55.3%	44.7%
1987	52.10%	47.90%	47.00%	53.00%	42.70%	57.30%	61.40%	38.60%	52.30%	47.70%	55.6%	44.4%	55.6%	44.4%
1988	53.00%	47.00%	47.20%	52.80%	43.20%	56.80%	63.20%	36.80%	53.00%	47.00%	58.4%	41.6%	58.4%	41.6%
1989	53.30%	46.70%	47.10%	52.90%	43.60%	56.40%	63.60%	36.40%	53.20%	46.80%	55.8%	44.2%	55.8%	44.2%
1990	54.60%	45.40%	48.70%	51.30%	44.20%	55.80%	65.20%	34.80%	54.50%	45.50%	55.9%	44.1%	55.9%	44.1%
1991	54.80%	45.20%	49.90%	50.10%	45.10%	54.90%	66.30%	33.70%	55.10%	44.90%	55.7%	44.3%	55.7%	44.3%
1992	52.90%	47.10%	51.20%	48.80%	45.80%	54.20%	66.30%	33.70%	54.90%	45.10%	55.1%	44.9%	55.1%	44.9%
1993	56.20%	43.80%	52.50%	47.50%	44.90%	55.10%	66.90%	33.10%	56.40%	43.60%	55.0%	45.0%	55.0%	45.0%
1994	57.18%	42.82%	54.25%	45.75%	44.57%	55.43%	67.12%	32.88%	57.36%	42.64%	54.9%	45.1%	54.9%	45.1%

Source: Civilian data for 1978-1987 from Bureau of Labor Statistics Current Population Survey March Supplemental File; civilian data for 1988-1994 from monthly CPS files.

Civilian data prior to 1989 represent calendar year.

* Affected by large number of unknowns in FYs 1973-1976. Because most unknowns were in their first year of service, and unlikely to be married, they were coded as unmarried in calculating the percentage.

Table D-20. Active Component Officer Accessions, FYs 1973-1994

FISCAL YEAR	SERVICE				TOTAL DoD
	ARMY	NAVY	MARINE CORPS	AIR FORCE	
1973	10,928	7,369	2,631	10,635	31,563
1974	8,282	6,503	1,969	8,548	25,302
1975	8,065	5,637	2,216	7,685	23,603
1976	7,943	5,912	2,035	6,097	21,987
1977	7,863	5,718	1,689	6,324	21,594
1978	9,109	5,423	1,613	7,494	23,639
1979	8,579	5,740	1,624	10,132	26,075
1980	8,055	6,015	1,522	9,450	25,042
1981	8,254	6,707	1,506	8,086	24,553
1982	7,248	6,262	1,784	8,700	23,994
1983	7,618	6,626	1,923	9,034	25,201
1984	8,185	5,405	1,627	9,170	24,387
1985	8,051	6,942	1,407	9,109	25,509
1986	7,564	6,772	1,592	7,727	23,655
1987	6,794	5,781	1,374	6,731	20,680
1988	6,818	5,921	1,351	6,679	20,769
1989	7,457	5,944	1,652	7,427	22,480
1990	6,457	6,184	1,384	5,276	19,301
1991	5,531	4,814	1,292	5,035	16,672
1992	5,269	4,851	1,377	4,732	16,229
1993	5,104	3,992	1,040	4,683	14,819
1994	5,703	4,051	1,221	4,755	15,730

Table D-21. Black Active Component Officer Accessions by Service with Civilian Comparison Group, FYs 1973-1994

FISCAL YEAR	SERVICE										CIVILIAN	
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		COLLEGE GRADS	
	#	%	#	%	#	%	#	%	#	%	#	%
1973	267	2.44%	189	2.56%	111	4.22%	328	3.08%	895	2.84%		NA
1974	211	2.55%	136	2.09%	103	5.23%	401	4.69%	851	3.36%		NA
1975	312	3.87%	123	2.18%	135	6.09%	344	4.48%	914	3.87%		NA
1976	469	5.90%	151	2.55%	107	5.26%	369	6.05%	1,096	4.98%		NA
1977	675	8.58%	224	3.92%	69	4.09%	485	7.67%	1,453	6.73%		NA
1978	652	7.16%	209	3.85%	61	3.78%	568	7.58%	1,490	6.30%		5.4%
1979	580	6.76%	165	2.87%	67	4.13%	845	8.34%	1,657	6.35%		5.8%
1980	522	6.48%	195	3.24%	52	3.42%	674	7.13%	1,443	5.76%		5.8%
1981	505	6.12%	215	3.21%	58	3.85%	487	6.02%	1,265	5.15%		5.7%
1982	550	7.59%	232	3.70%	70	3.92%	626	7.20%	1,478	6.16%		5.9%
1983	490	6.43%	268	4.04%	118	6.14%	712	7.88%	1,588	6.30%		6.2%
1984	848	10.36%	224	4.14%	96	5.90%	560	6.11%	1,728	7.09%		6.0%
1985	927	11.51%	319	4.60%	89	6.33%	483	5.30%	1,818	7.13%		6.7%
1986	868	11.48%	277	4.09%	78	4.90%	353	4.57%	1,576	6.66%		6.6%
1987	792	11.66%	245	4.24%	79	5.75%	339	5.04%	1,455	7.04%		6.5%
1988	782	11.47%	301	5.08%	70	5.18%	413	6.18%	1,566	7.54%		7.2%
1989	855	11.47%	308	5.18%	102	6.17%	425	5.72%	1,690	7.52%		7.0%
1990	766	11.86%	414	6.69%	66	4.77%	311	5.89%	1,557	8.07%		6.9%
1991	621	11.23%	274	5.69%	54	4.18%	281	5.58%	1,230	7.38%		6.9%
1992	515	9.77%	294	6.06%	75	5.45%	232	4.90%	1,116	6.88%		6.6%
1993	443	8.68%	262	6.56%	73	7.02%	313	6.68%	1,091	7.36%		6.8%
1994	619	10.85%	326	8.05%	96	7.86%	231	4.86%	1,272	8.09%		7.3%

Source: Civilian data for 1978-1987 from Bureau of Labor Statistics Current Population Survey March Supplemental File; civilian data for 1988-1994 from monthly CPS files.
Civilian data prior to 1989 represent calendar year.

Source: Civilian data for 1978-1987 from Bureau of Labor Statistics Current Population Survey March Supplemental File; civilian data for 1988-1994 from monthly CPS files.
Civilian data prior to 1989 represent calendar year.

Table D-22. Hispanic Active Component Officer Accessions by Service with Civilian Comparison Group, FYs 1973-1994

FISCAL YEAR	SERVICE						TOTAL DoD		COLLEGE GRADS	
	ARMY		NAVY		MARINE CORPS		AIR FORCE		#	%
	#	%	#	%	#	%	#	%		
1973	214	1.96%	85	1.15%	45	1.71%	129	1.21%	473	0.15%
1974	195	2.35%	99	1.52%	41	2.08%	153	1.79%	488	0.18%
1975	48	0.60%	33	0.59%	0	0.00%	80	1.04%	161	0.22%
1976	43	0.54%	30	0.51%	27	1.33%	74	1.21%	174	0.79%
1977	53	0.67%	52	0.91%	18	1.07%	109	1.72%	232	1.07%
1978	44	0.48%	20	0.37%	32	1.98%	133	1.77%	229	0.97%
1979	42	0.49%	40	0.70%	31	1.91%	178	1.76%	291	1.12%
1980	41	0.51%	68	1.13%	9	0.59%	159	1.68%	277	1.11%
1981	67	0.81%	84	1.25%	7	0.46%	170	2.10%	328	1.34%
1982	41	0.57%	85	1.36%	12	0.67%	180	2.07%	318	1.33%
1983	25	0.33%	145	2.19%	52	2.70%	174	1.93%	396	1.57%
1984	44	0.54%	151	2.79%	41	2.52%	164	1.79%	400	1.64%
1985	45	0.56%	152	2.19%	32	2.27%	210	2.31%	439	1.72%
1986	141	1.86%	219	3.23%	60	3.77%	132	1.71%	552	2.33%
1987	140	2.06%	159	2.75%	34	2.47%	134	1.99%	467	2.26%
1988	160	2.35%	193	3.26%	59	4.37%	123	1.84%	535	2.58%
1989	204	2.74%	255	4.29%	64	3.87%	95	1.28%	618	2.75%
1990	177	2.74%	248	4.01%	52	3.76%	60	1.14%	537	2.78%
1991	132	2.39%	181	3.76%	48	3.72%	58	1.15%	419	2.51%
1992	142	2.70%	185	3.81%	62	4.50%	58	1.23%	447	2.75%
1993	141	2.76%	198	4.96%	49	4.71%	50	1.07%	438	2.96%
1994	210	3.68%	196	4.84%	63	5.16%	30	0.63%	499	3.17%

Source: Civilian data for 1978-1987 from Bureau of Labor Statistics Current Population Survey March Supplemental File; civilian data for 1988-1994 from monthly CPS files.
Civilian data prior to 1989 represent calendar year.

Table D-23. Female Active Component Officer Accessions by Service with Civilian Comparison Group, FYs 1973-1994

FISCAL YEAR	SERVICE										CIVILIAN COLLEGE GRADS	
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		#	%
	#	%	#	%	#	%	#	%	#	%		
1973	714	6.53%	887	12.04%	87	3.31%	802	7.54%	2,490	7.89%		NA
1974	922	11.13%	776	11.93%	59	3.00%	904	10.58%	2,661	10.52%		NA
1975	955	11.84%	483	8.57%	66	2.98%	1,009	13.13%	2,513	10.65%		NA
1976	943	11.87%	448	7.58%	78	3.83%	815	13.37%	2,284	10.39%		NA
1977	1,208	15.36%	618	10.81%	61	3.61%	1,093	17.28%	2,980	13.80%		NA
1978	1,332	14.62%	652	12.02%	56	3.47%	1,341	17.89%	3,381	14.30%		44.2%
1979	1,342	15.64%	729	12.70%	66	4.06%	1,824	18.00%	3,961	15.19%		43.9%
1980	1,333	16.55%	885	14.71%	74	4.86%	1,827	19.33%	4,119	16.45%		45.6%
1981	1,357	16.44%	801	11.94%	85	5.64%	1,288	15.93%	3,531	14.38%		46.4%
1982	1,219	16.82%	749	11.96%	81	4.54%	1,466	16.85%	3,515	14.65%		46.0%
1983	1,201	15.77%	917	13.84%	92	4.78%	1,413	15.64%	3,623	14.38%		46.3%
1984	1,458	17.81%	725	13.41%	67	4.12%	1,561	17.02%	3,811	15.63%		48.1%
1985	1,426	17.71%	827	11.91%	53	3.77%	1,624	17.83%	3,930	15.41%		48.8%
1986	1,368	18.09%	919	13.57%	47	2.95%	1,433	18.55%	3,767	15.92%		48.3%
1987	1,315	19.36%	598	10.34%	65	4.73%	1,367	20.31%	3,345	16.18%		48.9%
1988	1,218	17.86%	712	12.02%	52	3.85%	1,450	21.71%	3,432	16.52%		49.5%
1989	1,335	17.90%	807	13.58%	79	4.78%	1,617	21.77%	3,838	17.07%		50.1%
1990	1,226	18.99%	998	16.14%	45	3.25%	1,142	21.65%	3,411	17.67%		50.6%
1991	1,093	19.76%	788	16.37%	56	4.33%	1,130	22.44%	3,067	18.40%		51.1%
1992	982	18.64%	923	19.03%	36	2.61%	1,004	21.22%	2,945	18.15%		50.8%
1993	965	18.91%	706	17.69%	59	5.67%	1,007	21.50%	2,737	18.47%		51.0%
1994	1,111	19.48%	661	16.32%	72	5.90%	1,096	23.05%	2,940	18.69%		51.3%

Source: Civilian data for 1978-1987 from Bureau of Labor Statistics Current Population Survey March Supplemental File; civilian data for 1988-1994 from monthly CPS files. Civilian data prior to 1989 represent calendar year.

Table D-24. Active Component Officer Strength, FYs 1973-1994

FISCAL YEAR	SERVICE				TOTAL DoD
	ARMY	NAVY	MARINE CORPS	AIR FORCE	
1973	101,194	66,337	17,784	114,962	300,277
1974	91,872	63,380	17,421	110,437	283,110
1975	87,215	60,422	17,080	102,849	267,566
1976	85,600	59,992	17,594	99,228	262,414
1977	84,627	60,274	17,524	96,244	258,669
1978	84,330	59,672	17,180	95,462	256,644
1979	84,496	59,189	16,934	96,129	256,748
1980	85,352	60,237	16,974	97,901	260,464
1981	87,923	62,678	17,091	99,630	267,322
1982	88,984	64,571	17,712	102,188	273,455
1983	91,084	66,874	18,583	104,879	281,420
1984	92,796	65,796	18,945	106,246	283,783
1985	94,372	67,521	18,697	108,400	288,990
1986	94,845	68,922	18,734	109,051	291,552
1987	93,160	69,071	18,730	107,340	288,301
1988	92,170	69,576	18,558	105,127	285,431
1989	91,900	69,475	18,466	103,699	283,540
1990	89,672	69,426	18,105	100,047	277,250
1991	88,747	67,980	17,775	96,600	271,102
1992	81,312	66,253	17,270	90,378	255,213
1993	75,062	63,608	16,547	84,076	239,293
1994	72,410	59,265	16,003	81,004	228,682

Table D-25. Mean Age and Months of Service of Active Component Officers, FYs 1973-1994

FISCAL YEAR	MEAN AGE	MEAN MONTHS OF SERVICE
1973	32.08	116.33
1974	32.37	117.21
1975	32.54	118.06
1976	32.74	120.44
1977	32.86	121.82
1978	32.96	122.11
1979	32.87	120.10
1980	32.80	118.36
1981	32.89	118.16
1982	32.95	118.12
1983	33.00	118.16
1984	32.94	117.88
1985	32.95	118.26
1986	33.05	119.57
1987	33.20	121.52
1988	33.35	123.33
1989	33.39	123.14
1990	33.62	124.25
1991	33.86	126.24
1992	34.00	126.85
1993	34.11	127.71
1994	33.93	127.43

Table D-26. Black Active Component Officers by Service with Civilian Comparison Group, FYs 1973-1994

FISCAL YEAR	SERVICE						TOTAL DoD			CIVILIAN	
	ARMY		NAVY		MARINE CORPS		AIR FORCE		#	COLLEGE GRADS	
	#	%	#	%	#	%	#	%		%	%
1973	3,908	3.92%	687	1.04%	317	1.78%	2,240	1.95%	7,212	2.40%	NA
1974	4,039	4.40%	758	1.20%	400	2.30%	2,461	2.23%	7,658	2.70%	NA
1975	4,219	4.84%	810	1.34%	529	3.10%	2,681	2.61%	8,239	3.08%	NA
1976	4,540	5.30%	925	1.54%	593	3.37%	2,821	2.84%	8,879	3.38%	NA
1977	5,185	6.13%	1,104	1.83%	608	3.47%	3,104	3.23%	10,001	3.87%	NA
1978	5,426	6.43%	1,271	2.13%	607	3.53%	3,449	3.61%	10,753	4.19%	4.7%
1979	5,822	6.89%	1,317	2.23%	629	3.71%	4,071	4.23%	11,839	4.61%	4.8%
1980	6,273	7.35%	1,446	2.40%	627	3.69%	4,567	4.66%	12,913	4.96%	4.7%
1981	7,098	8.07%	1,649	2.63%	635	3.72%	4,813	4.83%	14,195	5.31%	4.9%
1982	7,808	8.77%	1,790	2.77%	667	3.77%	5,155	5.04%	15,420	5.64%	5.0%
1983	8,245	9.05%	1,925	2.88%	742	3.99%	5,532	5.27%	16,444	5.84%	5.1%
1984	9,111	9.82%	1,964	2.98%	795	4.20%	5,677	5.34%	17,547	6.18%	5.5%
1985	9,666	10.24%	2,144	3.18%	817	4.37%	5,831	5.38%	18,458	6.39%	5.9%
1986	9,838	10.37%	2,261	3.28%	833	4.45%	5,820	5.34%	18,752	6.43%	5.8%
1987	9,817	10.54%	2,304	3.34%	837	4.47%	5,742	5.35%	18,700	6.49%	5.7%
1988	9,896	10.74%	2,433	3.50%	838	4.52%	5,722	5.44%	18,889	6.62%	6.2%
1989	10,052	10.94%	2,536	3.65%	880	4.77%	5,727	5.52%	19,195	6.77%	6.3%
1990	10,045	11.20%	2,721	3.92%	835	4.61%	5,612	5.61%	19,213	6.93%	6.0%
1991	10,050	11.32%	2,784	4.10%	819	4.61%	5,529	5.72%	19,182	7.08%	6.3%
1992	9,431	11.60%	2,860	4.32%	794	4.60%	5,184	5.74%	18,269	7.16%	6.1%
1993	8,375	11.16%	2,881	4.53%	766	4.63%	4,773	5.68%	16,795	7.02%	6.2%
1994	8,159	11.27%	2,908	4.91%	779	4.87%	4,601	5.68%	16,447	7.19%	6.2%

Source: Civilian data for 1978-1987 from Bureau of Labor Statistics Current Population Survey March Supplemental File; civilian data for 1988-1994 from monthly CPS files.
Civilian data prior to 1989 represent calendar year.

Table D-27. Hispanic Active Component Officers by Service with Civilian Comparison Group, FYs 1973-1994

FISCAL YEAR	SERVICE										CIVILIAN COLLEGE GRADS	
	ARMY		NAVY		MARINE CORPS		AIR FORCE		TOTAL DoD		#	%
	#	%	#	%	#	%	#	%	#	%		
1973	1,626	1.61%	537	0.81%	228	1.28%	1,390	1.21%	3,781	0.15%		NA
1974	1,599	1.74%	566	0.89%	249	1.43%	1,431	1.30%	3,845	0.18%		NA
1975	825	0.95%	260	0.43%	51	0.30%	818	0.80%	1,954	0.22%		NA
1976	868	1.01%	294	0.49%	107	0.61%	920	0.93%	2,189	0.83%		NA
1977	795	0.94%	340	0.56%	129	0.74%	1,058	1.10%	2,322	0.90%		NA
1978	789	0.94%	347	0.58%	155	0.90%	1,184	1.24%	2,475	0.96%		1.9%
1979	825	0.98%	363	0.61%	170	1.00%	1,365	1.42%	2,723	1.06%		1.8%
1980	865	1.01%	412	0.68%	165	0.97%	1,525	1.56%	2,967	1.14%		2.0%
1981	980	1.11%	485	0.77%	161	0.94%	1,692	1.70%	3,318	1.24%		2.1%
1982	1,066	1.20%	562	0.87%	172	0.97%	1,823	1.78%	3,623	1.32%		2.2%
1983	1,090	1.20%	673	1.01%	240	1.29%	1,966	1.87%	3,969	1.41%		2.1%
1984	1,116	1.20%	818	1.24%	274	1.45%	2,007	1.89%	4,215	1.49%		2.4%
1985	1,132	1.20%	925	1.37%	278	1.49%	2,139	1.97%	4,474	1.55%		2.6%
1986	1,232	1.30%	1,184	1.72%	316	1.69%	2,157	1.98%	4,889	1.68%		2.8%
1987	1,288	1.38%	1,243	1.80%	332	1.77%	2,165	2.02%	5,028	1.74%		2.8%
1988	1,345	1.46%	1,360	1.95%	360	1.94%	2,138	2.03%	5,203	1.82%		3.3%
1989	1,500	1.63%	1,528	2.20%	404	2.19%	2,105	2.03%	5,537	1.95%		2.9%
1990	1,599	1.78%	1,643	2.37%	429	2.37%	2,034	2.03%	5,705	2.06%		3.0%
1991	1,708	1.92%	1,697	2.50%	451	2.54%	1,954	2.02%	5,810	2.14%		3.1%
1992	1,754	2.16%	1,745	2.63%	476	2.76%	1,832	2.03%	5,807	2.28%		3.3%
1993	1,852	2.47%	1,786	2.81%	474	2.86%	1,656	1.97%	5,768	2.41%		3.4%
1994	2,007	2.77%	1,783	3.01%	497	3.11%	1,575	1.94%	5,862	2.56%		3.4%

Source: Civilian data for 1978-1987 from Bureau of Labor Statistics Current Population Survey March Supplemental File; civilian data for 1988-1994 from monthly CPS files. Civilian data prior to 1989 represent calendar year.

Source: Civilian data for 1978-1987 from Bureau of Labor Statistics Current Population Survey March Supplemental File; civilian data for 1988-1994 from monthly CPS files.
Civilian data prior to 1989 represent calendar year.

Table D-28. Female Active Component Officers by Service with Civilian Comparison Group, FYs 1973-1994

FISCAL YEAR*	SERVICE						TOTAL DoD		CIVILIAN COLLEGE GRADS	
	ARMY	NAVY	MARINE CORPS		AIR FORCE		#	%	#	%
	#	%	#	%	#	%	#	%	#	%
1973	4,269	4.2%	3,445	5.2%	303	1.7%	4,733	4.1%	12,750	4.25%
1974	4,356	4.7%	3,639	5.7%	323	1.9%	4,769	4.3%	13,087	4.62%
1975	4,813	5.5%	3,486	5.8%	342	2.0%	5,038	4.9%	13,679	5.11%
1976	5,115	6.0%	3,567	5.9%	386	2.2%	5,052	5.1%	14,120	5.38%
1977	5,652	6.7%	3,779	6.3%	408	2.3%	5,383	5.6%	15,222	5.88%
1978	6,214	7.4%	3,967	6.6%	411	2.4%	6,010	6.3%	16,602	6.47%
1979	6,786	8.0%	4,292	7.3%	433	2.6%	7,276	7.6%	18,787	7.32%
1980	7,498	8.8%	4,859	8.1%	459	2.7%	8,493	8.7%	21,309	8.18%
1981	8,254	9.4%	5,329	8.5%	500	2.9%	9,117	9.2%	23,200	8.68%
1982	8,877	10.0%	5,724	8.9%	535	3.0%	9,955	9.7%	25,091	9.18%
1983	9,307	10.2%	6,303	9.4%	588	3.2%	10,578	10.1%	26,776	9.51%
1984	9,989	10.8%	6,532	9.9%	614	3.2%	11,235	10.6%	28,370	10.00%
1985	10,540	11.2%	6,888	10.2%	609	3.3%	11,927	11.0%	29,964	10.37%
1986	10,946	11.5%	7,213	10.5%	595	3.2%	12,377	11.3%	31,131	10.68%
1987	11,215	12.0%	7,195	10.4%	602	3.2%	12,642	11.8%	31,654	10.98%
1988	11,359	12.3%	7,324	10.5%	603	3.2%	12,899	12.3%	32,185	11.28%
1989	11,746	12.8%	7,449	10.7%	622	3.4%	13,403	12.9%	33,220	11.72%
1990	11,914	13.3%	7,779	11.2%	596	3.3%	13,331	13.3%	33,620	12.13%
1991	11,935	13.4%	7,888	11.6%	594	3.3%	13,323	13.8%	33,740	12.45%
1992	11,238	13.8%	8,150	12.3%	548	3.2%	12,683	14.0%	32,619	12.78%
1993	10,631	14.2%	8,113	12.8%	532	3.2%	12,252	14.6%	31,528	13.18%
1994	10,337	14.3%	7,847	13.2%	529	3.3%	12,322	15.2%	31,035	13.57%

Source: Civilian data for 1978-1987 from Bureau of Labor Statistics Current Population Survey March Supplemental File; civilian data for 1988-1994 from monthly CPS files.
Civilian data prior to 1989 represent calendar year.

Table D-29. Reserve Component Enlisted Strength, FYs 1974-1994

FISCAL YEAR	COMPONENT						TOTAL	
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	
1974	356,374	193,855	94,048	29,069	82,017	35,309	790,672	
1975	356,286	183,866	81,157	28,615	82,162	39,235	771,321	
1976	332,696	156,221	78,670	26,952	79,865	36,945	711,349	
1977	320,733	153,736	72,281	28,371	80,621	38,211	693,953	
1978	306,690	149,890	65,166	30,134	80,517	41,158	673,555	
1979	309,679	154,408	71,070	30,800	81,876	43,768	691,601	
1980	329,298	169,165	70,010	33,002	84,382	45,954	731,811	
1981	350,645	188,103	72,608	34,559	85,915	52,686	784,516	
1982	367,214	208,617	75,674	37,104	88,140	50,553	827,302	
1983	375,500	216,218	88,474	39,005	89,500	52,810	861,507	
1984	392,412	222,188	98,187	37,444	92,178	55,340	897,749	
1985	397,612	238,220	106,529	38,204	96,361	59,599	936,525	
1986	402,628	253,070	116,640	38,123	99,231	62,505	972,197	
1987	406,487	255,291	121,938	38,721	100,827	63,855	987,119	
1988	406,966	253,467	121,653	39,930	101,261	65,567	988,844	
1989	406,848	256,872	122,537	39,948	101,980	66,126	994,311	
1990	394,060	248,326	123,117	40,903	103,637	66,566	976,609	
1991	395,988	249,626	123,727	41,472	103,670	67,603	982,086	
1992	378,904	245,135	115,341	38,748	104,758	65,806	948,692	
1993	363,263	219,610	105,254	38,092	102,920	64,720	893,859	
1994	351,390	206,849	86,300	36,860	99,711	63,411	844,521	

Table D-30. Reserve Component Officer Strength, FYs 1974-1994

FISCAL YEAR	COMPONENT						TOTAL	
	ARNG	USAR	USNR	USMCR	ANG	USAFR	DoD	DoD
1974	28,260	34,566	17,350	2,294	11,527	11,703	105,700	105,700
1975	27,502	34,308	17,181	2,196	11,379	11,576	104,142	104,142
1976	27,472	32,372	18,030	2,038	11,225	12,108	103,245	103,245
1977	27,079	32,152	17,207	2,242	11,130	12,174	101,984	101,984
1978	27,287	32,222	16,851	2,208	11,084	12,722	102,374	102,374
1979	28,468	32,034	16,520	2,123	11,447	12,889	103,481	103,481
1980	29,616	32,861	16,050	2,001	11,832	12,963	105,323	105,323
1981	30,396	34,030	16,247	2,104	12,348	13,054	108,179	108,179
1982	32,094	43,902	17,413	2,427	12,500	13,887	122,223	122,223
1983	32,892	45,685	19,993	2,493	12,657	14,415	128,135	128,135
1984	32,856	48,362	21,750	2,647	12,824	14,976	133,415	133,415
1985	33,163	49,195	22,737	2,846	13,029	15,614	136,584	136,584
1986	34,164	51,834	24,356	2,922	13,357	16,013	142,646	142,646
1987	35,748	53,554	25,646	3,023	13,766	16,559	148,296	148,296
1988	38,293	54,553	27,326	3,138	13,959	16,548	153,817	153,817
1989	40,233	57,491	28,532	3,144	14,080	17,087	160,567	160,567
1990	40,545	57,011	29,275	3,130	14,149	17,246	161,356	161,356
1991	40,732	55,460	27,387	2,971	14,116	16,935	157,601	157,601
1992	38,642	53,217	26,609	2,989	14,325	16,067	151,849	151,849
1993	37,600	51,829	26,775	3,142	14,242	15,842	149,430	149,430
1994	36,686	48,800	21,021	3,352	13,876	16,210	139,945	139,945